

(2) An employee is no longer in a position covered by this subpart;

(3) An employee separates from Federal service;

(4) An employee's special salary rate under 5 U.S.C. 5305 or similar provision of law (other than section 403 of FEPCA) exceeds his or her continued rate of pay;

(5) An employee's *special law enforcement adjusted rate of pay* under subpart C of this part exceeds his or her continued rate of pay;

(6) An employee's *locality rate of pay* under subpart F of this part exceeds his or her continued rate of pay;

(7) An employee is reduced in grade; or

(8) An employee is no longer in a position covered by a nationwide or worldwide special rate authorization (or, in the event of the conversion of a nationwide or worldwide special rate authorization to a local special rate authorization, a position covered by the new local special rate authorization).

(h) Termination of a continued rate of pay under paragraph (g) of this section is not an adverse action for the purpose of subpart D of part 752 of this chapter.

(i) An employee's entitlement to a continued rate of pay is not affected by a temporary promotion or temporary reassignment, except that a continued rate shall be suspended when a temporary promotion or reassignment causes one of the conditions in paragraph (g) of this section to be satisfied. In such situations, an employee's entitlement to continued pay will resume as if never interrupted upon return to the permanent position, subject to the requirements of this subpart. A continued rate that is resumed shall include any pay adjustments that were authorized for the permanent position under paragraph (e) of this section during the period of the temporary promotion or reassignment.

[61 FR 3541, Feb. 1, 1996, as amended at 61 FR 34714, July 3, 1996]

**§ 531.704 Effect of continued rates of pay on retention payments under FBI demonstration project.**

As required by section 406 of the Federal Employees Pay Comparability Act

of 1990 (Pub. L. 101-509), a retention payment payable to an employee of the New York Field Division of the Federal Bureau of Investigation under section 601(a)(2) of Public Law 100-453, as amended, shall be reduced by the amount of any continued rate adjustment payable to that employee under this subpart. For the purpose of applying this section, the amount of any continued rate adjustment shall be determined by subtracting the employee's scheduled annual rate of pay (as defined in § 531.602 of this part from his or her continued rate of pay.

**§ 531.705 Reports.**

The Office of Personnel Management may require agencies to report pertinent information concerning the administration of payments under this subpart.

**PART 532—PREVAILING RATE SYSTEMS**

**Subpart A—General Provisions**

Sec.

532.101 Scope.

532.103 Coverage.

532.105 Pay-fixing authority.

**Subpart B—Prevailing Rate Determinations**

532.201 Definitions.

532.203 Structure of regular wage schedules.

532.205 The use of Federal, State, and local minimum wage requirements in determining prevailing rates.

532.207 Time schedule for wage surveys.

532.209 Lead agency.

532.211 Criteria for establishing appropriated fund wage areas.

532.213 Industries included in regular appropriated fund wage surveys.

532.215 Establishments included in regular appropriated fund surveys.

532.217 Appropriated fund survey jobs.

532.219 Criteria for establishing nonappropriated fund wage areas.

532.221 Industries included in regular nonappropriated fund surveys.

532.223 Establishments included in regular nonappropriated fund surveys.

532.225 Nonappropriated fund survey jobs.

532.227 Agency wage committee.

532.229 Local wage survey committee.

532.231 Responsibilities of participating organizations.

532.233 Preparation for full-scale wage surveys.

532.235 Conduct of full-scale wage survey.

## Office of Personnel Management

Pt. 532

- 532.237 Review by the local wage survey committee.
- 532.239 Review by the lead agency.
- 532.241 Analysis of usable wage survey data.
- 532.243 Consultation with the agency wage committee.
- 532.245 Selection of payline and issuance of wage schedules.
- 532.247 Wage change surveys.
- 532.249 Minimum rates for hard-to-fill positions.
- 532.251 Special rates.
- 532.253 Special rates or rate ranges for leader, supervisory, and production facilitating positions.
- 532.254 Special schedules.
- 532.255 Regular appropriated fund wage schedules in foreign areas.
- 532.257 Regular nonappropriated fund wage schedules in foreign areas.
- 532.259 Special appropriated fund wage schedules for U.S. insular areas.
- 532.261 Special wage schedules for leader and supervisory schedules for leader and supervisory wage employees in the Puerto Rico wage area.
- 532.263 Special wage schedules for production facilitating positions.
- 532.265 Special wage schedules for apprentices and shop trainees.
- 532.267 Special wage schedules for aircraft, electronic, and optical instrument overhaul and repair positions in Puerto Rico.
- 532.269 Special wage schedules for Corps of Engineers, U.S. Army navigation lock and dam employees.
- 532.271 Special wage schedules for National Park Service positions in overlap areas.
- 532.273 Special wage schedules for United States Information Agency Radio Antenna Rigger positions.
- 532.275 Special wage schedules for ship surveyors in Puerto Rico.
- 532.277 Special wage schedules for U.S. Navy positions in Bridgeport, California.
- 532.279 Special wage schedules for printing positions.
- 532.281 Special wage schedules for divers and tenders.
- 532.283 Special wage schedules for nonappropriated fund tipped employees classified as waiter/waitress.
- 532.285 Special wage schedules for supervisors of negotiated rate Bureau of Reclamation employees.

APPENDIX A TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF APPROPRIATED FUND REGULAR WAGE SURVEYS

APPENDIX B TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF NONAPPROPRIATED FUND REGULAR WAGE SURVEYS

APPENDIX C TO SUBPART B OF PART 532—APPROPRIATED FUND WAGE AND SURVEY AREAS

APPENDIX D TO SUBPART B OF PART 532—NON-APPROPRIATED FUND WAGE AND SURVEY AREAS

### Subpart C—Determining Rates for Principal Types of Federal Positions

- 532.301 Definitions.
- 532.303 Specialized industry.
- 532.305 Dominant industry.
- 532.307 Determining whether a dominant industry exists in a wage area.
- 532.309 Determining adequacy of specialized private industry.
- 532.311 Survey of specialized private industry related to a dominant industry.
- 532.313 Private sector industries.
- 532.315 Additional survey jobs.
- 532.317 Use of data from the nearest similar area.

### Subpart D—Pay Administration

- 532.401 Definitions.
- 532.403 New appointments.
- 532.405 Use of highest previous rate.
- 532.407 Promotion.
- 532.409 Grading or regrading of positions.
- 532.411 Details.
- 532.413 Simultaneous action.
- 532.415 Application of new or revised wage schedules.
- 532.417 Within-grade increases.
- 532.419 Grade and pay retention.

### Subpart E—Premium Pay and Differentials

- 532.501 Definitions.
- 532.503 Overtime pay.
- 532.505 Night shift differentials.
- 532.507 Pay for holiday work.
- 532.509 Pay for Sunday work.
- 532.511 Environmental differentials.
- 532.513 Flexible and compressed work schedules.

APPENDIX A TO SUBPART E OF PART 532—SCHEDULE OF ENVIRONMENTAL DIFFERENTIALS PAID FOR EXPOSURE TO VARIOUS DEGREES OF HAZARDS, PHYSICAL HARDSHIPS, AND WORKING CONDITIONS OF AN UNUSUAL NATURE

### Subpart F—Job Grading System

- 532.601 General.

### Subpart G—Job Grading Reviews and Appeals

- 532.701 General.
- 532.703 Agency review.
- 532.705 Appeal to the Office of Personnel Management.
- 532.707 Availability of information.

**Subpart H—Payment of Unrestricted Rates for Recruitment or Retention Purposes**

532.801 Payment of unrestricted rates for recruitment or retention purposes.

AUTHORITY: 5 U.S.C. 5343, 5346; § 532.707 also issued under 5 U.S.C. 552.

SOURCE: 46 FR 21344, Apr. 10, 1981, unless otherwise noted.

**Subpart A—General Provisions**

**§ 532.101 Scope.**

This part provides common policies, systems, and practices for uniform application by all agencies subject to section 5342 of title 5, United States Code, in fixing pay for prevailing rate employees as nearly as is consistent with the public interest in accordance with prevailing rates.

**§ 532.103 Coverage.**

The provisions of this part shall apply to prevailing rate employees and agencies covered by section 5342 of title 5, United States Code.

**§ 532.105 Pay-fixing authority.**

The head of each agency shall authorize application of the rates established by the lead agency or the Office of Personnel Management (OPM) to prevailing rate employees within the appropriate wage area, in accordance with the provisions of this part.

**Subpart B—Prevailing Rate Determinations**

**§ 532.201 Definitions.**

For the purposes of this part:

*Full-scale survey* means a survey conducted at least every 2 years in which data are collected from a current sampling of establishments in the private sector by personal visit of data collectors.

*Host activity* is the local Federal activity designated by the lead agency to obtain employment statistics from other Federal activities in the wage area and to provide support facilities and clerical assistance for the wage survey.

*Lead agency* means the agency designated by the Office of Personnel Management to plan and conduct wage surveys, analyze wage survey data, and

determine and issue required wage schedules for a wage area.

*Survey area* means that part of the wage area where the private enterprise establishments included in the wage survey are located.

*Wage area* means that geographic area within which a single set of regular wage schedules is applied uniformly by Federal installations to covered occupations.

*Wage change survey* means a survey in which rate change data are collected from the same establishments and for the same establishment occupations represented in the full-scale survey. These data may be collected by telephone, mail, or personal visit.

**§ 532.203 Structure of regular wage schedules.**

(a) Each nonsupervisory and leader regular wage schedule shall have 15 grades, which shall be designated as follows:

(1) *WG* means an appropriated fund nonsupervisory grade;

(2) *WL* means an appropriated fund leader grade;

(3) *NA* means a nonappropriated fund nonsupervisory grade; and

(4) *NL* means a nonappropriated fund leader grade.

(b) Each supervisory regular wage schedule shall have 19 grades, which shall be designated as follows:

(1) *WS* means an appropriated fund supervisory grade; and

(2) *NS* means a nonappropriated fund supervisory grade.

(c) The step 2 or payline rate for each grade of a leader regular wage schedule shall be equal to 110 percent of the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area.

(d) The step 2 or payline rate for each grade of an appropriated fund supervisory regular wage schedule shall be:

(1) For grades WS-1 through WS-10, equal to the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area, plus 30 percent of the rate for step 2 of WG-10;

(2) For grades WS-11 through WS-18, the second rate of WS-10, plus 5, 11.5,

19.6, 29.2, 40.3, 52.9, 67.1, and 82.8 percent, respectively, of the difference between the step 2 rates of WS-10 and WS-19; and

(3) For grade WS-19, the third rate in effect for General Schedule grade GS-14 at the time of the area wage schedule adjustment. The WS-19 rate shall include any cost of living allowance payable for the area under 5 U.S.C. 5941.

(e) The step 2 or payline rate for each grade of a nonappropriated fund supervisory regular wage schedule shall be:

(1) For grades NS-1 through NS-8, equal to the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area, plus 20 percent of the rate for step 2 of NA-8;

(2) For grades NS-9 through NS-15, equal to 120 percent of the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area;

(3) For grades NS-16 through NS-19, the rates will be 25, 30, 35 and 40 percent, respectively, above the step 2 rate of NA-15;

(f) The number of within-grade steps and the differentials between steps for each nonsupervisory grade on a regular wage schedule shall be established in accordance with 5 U.S.C. 5343(e)(1). Each grade on a leader and supervisory regular wage schedule shall have 5 within-grade steps with step 2 set according to paragraphs (c), (d), or (e) of this section, as appropriate, and—

(1) Step 1 set at 96 percent of the step 2 rate;

(2) Step 3 set at 104 percent of the step 2 rate;

(3) Step 4 set at 108 percent of the step 2 rate; and

(4) Step 5 set at 112 percent of the step 2 rate.

[46 FR 21344, Apr. 10, 1981, as amended at 48 FR 13385, Mar. 30, 1983; 49 FR 28347, July 11, 1984; 55 FR 46140, Nov. 1, 1990]

**§ 532.205 The use of Federal, State, and local minimum wage requirements in determining prevailing rates.**

(a) Wage schedules, including special schedules, shall not include any rates of pay less than the higher of:

(1) The minimum rate prescribed by section 6(a)(1) of the Fair Labor Standards Act of 1938, as amended, or

(2) The highest State or local minimum wage rate in the local wage area which is applicable to the private industry counterparts of the single largest Federal industry/occupation in the wage area.

(b) Wage data below the minimum wage rates prescribed by section 6(a)(1) of the Fair Labor Standards Act of 1938, as amended, shall not be used in determining prevailing rates.

(c) Adjustments to regular wage schedules to comply with the minimum wage rate determined to be applicable under paragraph (a) of this section shall be computed as follows:

(1) The step 2 rate of grade 1 of the nonsupervisory wage schedule shall be set at a rate which, upon application of the 4 percent step-rate differential, provides a step 1 rate which is equal to the applicable minimum wage rate.

(2) An intergrade differential shall be determined as 5 percent of the rate established as the step 2 rate of grade 1, rounded to the nearest whole cent. This intergrade differential shall be added to the step 2 rate of each grade, beginning with grade 1, to determine the step 2 rate for the succeeding grade until the grade is reached at which the step 2 rate established through the wage survey process equals or exceeds the rate determined under this procedure. Rates of all grades above that point shall be computed in accordance with § 532.221(b) of this subpart.

(3) Steps 1, 3, 4, and 5 of each grade adjusted under paragraph (c) of this section shall be set at 96, 104, 108, and 112 percent of the step 2 rate, respectively.

(4) The leader and supervisory wage schedule grades corresponding to each nonsupervisory grade adjusted under paragraph (c) of this section shall be constructed in accordance with the procedures of § 532.203 of this subpart, on the basis of the step 2 rates established under this paragraph for the nonsupervisory wage schedule grades.

(d) All wage schedule adjustments made under this section shall be effective on the effective date of the applicable minimum wage rate.

**§ 532.207 Time schedule for wage surveys.**

(a) Wage surveys shall be conducted on a 2-year cycle at annual intervals.

(b) A full-scale survey shall be made in the first year of the 2-year cycle and shall include development of a current sample of establishments and the collection of wage data by visits to establishments.

(c) A wage-change survey shall be made every other year using only the same employers, occupations, survey jobs, and establishment weights used in the preceding full-scale survey. Data may be collected by telephone, mail, or personal contact.

(d) Scheduling of surveys shall take into consideration the following criteria:

(1) The best timing in relation to wage adjustments in the principal local private enterprise establishments;

(2) Reasonable distribution of workload of the lead agency;

(3) The timing of surveys for nearby or selected wage areas; and

(4) Scheduling relationships with other pay surveys.

(e) The Office of Personnel Management may authorize adjustments in the normal cycle as requested by the lead agency and based on the criteria in paragraph (d) of this section or to accommodate special studies or adjustments consistent with determining local prevailing rates.

(f) The beginning month of appropriated and nonappropriated fund wage surveys and the fiscal year during which full-scale surveys will be conducted are set out as appendices A and B to this subpart and are incorporated in and made part of this section.

[55 FR 46141, Nov. 1, 1990]

**§ 532.209 Lead Agency.**

(a) The Office of Personnel Management shall select a lead agency for each appropriated and nonappropriated fund wage area based on the number of agency employees covered by the regular wage schedule for that area and the capability of the agency in providing administrative and clerical support at the local level necessary to conduct a wage survey.

(b) OPM may authorize exceptions to these criteria where this will improve the administration of the local wage survey.

(c) The listing in appendix A to this subpart shows the lead agency for each appropriated fund wage area. The Department of Defense is the lead agency for each nonappropriated fund wage area.

[55 FR 46141, Nov. 1, 1990]

**§ 532.211 Criteria for establishing appropriated fund wage areas.**

(a) Each wage area shall consist of one or more survey areas along with nonsurvey areas, if any.

(1) *Survey area:* A survey area is composed of the counties, parishes, cities, or townships in which survey data are collected. Except in very unusual circumstances, a wage area that includes a Metropolitan Statistical Area shall have the Metropolitan Statistical Area as the survey area or part of the survey area.

(2) *Nonsurvey area:* Nonsurvey counties, parishes, cities, or townships may be combined with the survey area(s) to form the wage area through consideration of the criteria in paragraph (d)(1) of this section.

(b) Wage areas shall include wherever possible a recognized economic community such as a Metropolitan Statistical Area or a political unit such as a county. Two or more economic communities or political units, or both, may be combined to constitute a single wage area; however, except in unusual circumstances and as an exception to the criteria, an individually defined Metropolitan Statistical Area or county shall not be subdivided for the purpose of defining a wage area.

(c) Except as provided in paragraph (a) of this section, wage areas shall be established when:

(1) There is a minimum of 100 wage employees of one agency subject to the regular schedule and the agency involved indicates that its local installation has the capacity to do the survey; and

(2) There is, within a reasonable commuting distance of the concentration of Federal employment;

(i) A minimum of either 20 establishments within survey specifications

## Office of Personnel Management

§ 532.215

having at least 50 employees each; or 10 establishments having at least 50 employees each, with a combined total of 1,500 employees; and

(ii) The total private enterprise employment in the industries surveyed in the survey area is at least twice the Federal wage employment in the survey area.

(d)(1) Adjacent economic communities or political units meeting the separate wage area criteria in paragraphs (b) and (c) of this section may be combined through consideration of:

(i) Distance, transportation facilities, and geographic features;

(ii) Commuting patterns; and

(iii) Similarities in overall population, employment, and the kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (d)(1) of this section are considered in the order listed.

(3) When two wage areas are combined, the survey area of either or both may be used, depending on the concentrations of Federal and private employment and locations of establishments, the proximity of the survey areas to each other, and the extent of economic similarities or differences as indicated by relative levels of wage rates in each of the potential survey areas.

(e) Appropriated fund wage and survey area definitions are set out as appendix C to this subpart and are incorporated in and made part of this section.

[55 FR 46142, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

### § 532.213 Industries included in regular appropriated fund wage surveys.

(a) Industries in the following Standard Industrial Classifications (SIC) shall be included in all wage surveys for regular wage schedules:

Manufacturing	
SIC 20 through 26 and 28 through 38.	All manufacturing classes except SIC 27 (printing, publishing, and allied industries) and SIC 39 (miscellaneous manufacturing industries).

### Transportation, Communications, Electric, Gas, and Sanitary Services

SIC 40	Railroad transportation
SIC 41 (except 412)	Local and suburban transit and inter-urban highway passenger transportation except taxicabs (SIC 412).
SIC 42	Motor freight transportation and warehousing.
SIC 45	Transportation by air.
SIC 48	Communication.
SIC 49	Electric, gas, and sanitary services.

### Wholesale Trade

SIC 50	Wholesale trade—durable goods.
SIC 51	Wholesale trade—non-durable goods.

(b) A lead agency may add other industry classes to a regular survey in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local Federal employment.

(c) Specifically excluded from all wage surveys for regular wage schedules are food service and laundry establishments and industries having peculiar employment conditions that directly affect the wage rates paid and that are the basis for special wage surveys.

[55 FR 46142, Nov. 1, 1990]

### § 532.215 Establishments included in regular appropriated fund surveys.

(a) All establishments having a total employment of 50 or more employees in the prescribed industries within a survey area shall be included within the survey universe. On rare occasions and as an exception to the rule, OPM may authorize lower minimum size levels based on a recommendation of the lead agency for the wage area.

(b) Establishments to be covered in surveys shall be selected under standard probability sample selection procedures. In areas with relatively few establishments, surveys shall cover all establishments within the prescribed industry and size groups.

§ 532.217

(c) A lead agency may not delete from a survey an establishment properly included in an establishment list drawn under statistical sampling procedures.

[55 FR 46142, Nov. 1, 1990]

**§ 532.217 Appropriated fund survey jobs.**

(a) A lead agency shall survey the following required jobs:

Job title	Job grade
Janitor (Light) .....	1
Janitor .....	2
Material Handler .....	2
Maintenance Laborer .....	3
Packer .....	4
Helper (Trades) .....	5
Warehouseman .....	5
Forklift Operator .....	5
Material Handling Equipment Operator .....	5
Truckdriver (Medium) .....	6
Truckdriver (Heavy) .....	7
Machine Tool Operator II .....	8
Machine Tool Operator I .....	9
Carpenter .....	9
Electrician .....	10
Automotive Mechanic .....	10
Sheet Metal Mechanic .....	10
Pipefitter .....	10
Welder .....	10
Machinist .....	10
Electronics Mechanic .....	11
Toolmaker .....	13

(b) A lead agency may not omit a required survey job from a regular schedule wage survey.

(c) A lead agency may survey the following jobs on an optional basis:

Job title	Job grade
Aircraft Structures Assembler B .....	7
Aircraft Structures Assembler A .....	9
Aircraft Mechanic .....	10
Electrician, Ship .....	10
Pipefitter, Ship .....	10
Shipfitter .....	10
Shipwright .....	10
Machinist, Marine .....	10
Cable Splicer (Electric) .....	10
Electrical Lineman .....	10
Electrician (Powerplant) .....	10
Telephone Installer-Repairer .....	9
Central Office Repairer .....	11
Heavy Mobile Equipment Mechanic .....	10
Heavy Mobile Equipment Operator .....	10
Air Conditioning Mechanic .....	10
Rigger .....	10
Trailer Truck Driver .....	8
Tool Crib Attendant .....	6
Painter (Finish) .....	9
Light Vehicle Operator .....	5
Boiler Plant Operator .....	9
Boiler Plant Operator .....	10
Meat Cutter .....	8

5 CFR Ch. I (1–1–97 Edition)

Job title	Job grade
Equipment Mechanic .....	10
Boom Crane Operator .....	9
Boom Crane Operator (Precision) .....	11
Tool and Parts Attendant .....	4
Painter (Rough) .....	7
Industrial Electronic Controls Repairer .....	10
Electronic Test Equipment Repairer .....	11
Electronic Computer Mechanic .....	11
Television Station Mechanic .....	11

(d) A lead agency may add the following survey jobs to the survey when the Hospital industry is included in the survey:

Job title	Job grade
Laundry Worker .....	1
Food Service Worker .....	2
Cook .....	8

(e) A lead agency must obtain prior approval of OPM to add a job not authorized under paragraph (a), (c), or (d) of this section.

[55 FR 46142, Nov. 1, 1990]

**§ 532.219 Criteria for establishing non-appropriated fund wage areas.**

(a) Each wage area shall consist of one or more survey areas along with nonsurvey areas, if any, having non-appropriated fund employees.

(1) *Survey area:* A survey area is composed of the counties, parishes, cities, or townships in which survey data are collected.

(2) *Nonsurvey area:* Nonsurvey counties, parishes, or townships may be combined with the survey area to form the wage area through consideration of the criteria in paragraph (c) of this section.

(b) Wage areas shall be established when:

(1) There is a minimum of 26 NAF wage employees in the survey area and local activities have the capability to do the survey; and

(2) There is within the survey area a minimum of 1,800 private enterprise employees in establishments within survey specifications.

(c)(1) Two or more counties may be combined to constitute a single wage area through consideration of:

(i) Proximity of largest activity in each county;

## Office of Personnel Management

## § 532.225

(ii) Transportation facilities and commuting patterns; and

(iii) Similarities of the counties in:

(A) Overall population;

(B) Private employment in major industry categories; and

(C) Kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (c)(1) of this section are considered in the order listed.

(d) The nonappropriated fund wage and survey area definitions are set out as appendix D to this subpart and are incorporated in and made part of this section.

[55 FR 46143, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

### § 532.221 Industries included in regular nonappropriated fund surveys.

(a) Industries in the following Standard Industrial Classifications (SIC) shall be included in all wage surveys for regular wage schedules:

SIC	Title
Wholesale:	
5013 .....	Motor vehicle supplies and new parts.
5122 .....	Drugs, drug proprietaries, and druggists' sundries.
5198 .....	Paints, varnishes, and supplies.
5131 .....	Piece goods and notions.
5136 .....	Men's and boys' clothing and furnishings.
5137 .....	Women's children's and infants clothing and accessories.
5139 .....	Footwear.
5145 .....	Confectionery.
5064 .....	Electrical appliances, television and radio sets.
5065 .....	Electrical parts and equipment.
5072 .....	Hardware.
5171 .....	Petroleum bulk stations and terminals.
5172 .....	Petroleum and petroleum products wholesalers, except bulk stations and terminals.
5194 .....	Tobacco and tobacco products.
5111 .....	Printing and writing paper.
5112 .....	Stationery supplies.
5113 .....	Industrial and personal service paper.
5021 .....	Furniture.
5023 .....	Home furnishings.
5091 .....	Sporting and recreational goods and supplies.
5092 .....	Toys and hobby goods and supplies.
5043 .....	Photographic equipment and supplies.
5094 .....	Jewelry, watches, diamonds, and other precious stones.
5099 .....	Durable goods not elsewhere classified.
5159 .....	Farm-product raw materials not elsewhere classified.
5191 .....	Farm supplies.

SIC	Title
5192 .....	Books, periodicals, and newspapers.
5193 .....	Flowers and florists' supplies.
5199 .....	Nondurable goods not elsewhere classified.
Retail:	
5311 .....	Department stores.
5331 .....	Variety stores.
5962 .....	Automatic merchandising machine operators.
5541 .....	Gasoline service stations.
5812 .....	Eating places.
5813 .....	Drinking places (alcoholic beverages).
Services and Recreation:	
7011 .....	Hotels, motels, and tourist courts.
7933 .....	Bowling centers.
7997 .....	Membership sports and recreation clubs (golf and country clubs only).

(b) A lead agency may add other industry classes from within the wholesale, retail, and service industry divisions in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local NAF employment.

(c) Additional industries shall be defined in terms of entire industry classes (fourth digit breakdown).

[55 FR 46143, Nov. 1, 1990]

### § 532.223 Establishments included in regular nonappropriated fund surveys.

(a) All establishments having 20 or more employees in the prescribed industries within a survey area shall be included in the survey universe. Establishments in SIC 5962, SIC 5541, SIC 7933, and SIC 7997 shall be included in the survey universe if they have eight or more employees.

(b) Establishment selection procedures are the same as those prescribed for appropriated fund surveys in paragraphs (b) and (c) of § 532.213 of this subpart.

[55 FR 46143, Nov. 1, 1990]

### § 532.225 Nonappropriated fund survey jobs.

(a) A lead agency shall survey the following required jobs:

Job title	Job grade
Janitor (Light) .....	1
Food Service Worker .....	1
Food Service Worker .....	2
Fast Food Worker .....	2



§ 532.227

5 CFR Ch. I (1–1–97 Edition)

Job title	Job grade
Janitor .....	2
Laborer (Light) .....	2
Laborer (Heavy) .....	3
Service Station Attendant .....	3
Stock Handler .....	4
Short Order Cook .....	5
Materials Handling Equipment Operator .....	5
Warehouseman .....	5
Service Station Attendant .....	5
Truck Driver (Light) .....	5
Truck Driver (Medium) .....	6
Truck Driver (Heavy) .....	7
Cook .....	8
Carpenter .....	9
Painter .....	9
Automotive Mechanic .....	10
Electrician .....	10

(b) A lead agency may not omit a required survey job from a regular schedule wage survey.

(c) A lead agency may survey the following jobs on an optional basis:

Job title	Job grade
Service Station Attendant .....	1
Groundskeeper .....	4
Grill Attendant .....	4
Tractor Operator .....	6
Bowling Equipment Mechanic .....	7
Building Maintenance Worker .....	7
Vending Machine Mechanic .....	8
Building Maintenance Worker .....	8
Air Conditioning Equipment Mechanic .....	8
Truck Driver (Trailer) .....	8
Air Conditioning Equipment Mechanic .....	10

(d) A lead agency must obtain prior approval of OPM to add a job not listed under paragraph (a) or (c) of this section.

[55 FR 46143, Nov. 1, 1990]

**§ 532.227 Agency wage committee.**

(a) Each lead agency shall establish an agency wage committee for the purpose of considering matters relating to the conduct of wage surveys, the establishment of wage schedules and making recommendations thereon to the lead agency.

(b) The Agency Wage Committee shall consist of five members, with the chairperson and two members designated by the head of the lead agency, and the remaining two members designated as follows:

(1) For the Department of Defense Wage Committee, one member shall be designated by each of the two labor organizations having the largest number of wage employees covered by exclusive

recognition in the Department of Defense; and

(2) For other lead agencies, two members shall be designated by the labor organization having the largest number of wage employees by exclusive recognition in the agency.

(c) Recommendations of agency wage committees shall be developed by majority vote. Any member of an agency wage committee may submit a minority report to the lead agency along with the recommendations of the committee.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

**§ 532.229 Local wage survey committee.**

(a)(1) A lead agency shall establish a local wage survey committee in each wage area for which it has lead agency responsibility and in which a labor organization represents, by exclusive recognition, wage employees subject to the wage schedules for which the survey is conducted.

(2) The local wage survey committee shall assist the lead agency in the conduct of wage surveys and make recommendations to the lead agency thereon.

(b)(1) Local wage survey committees shall consist of three members, with the chairperson and one member recommended by Federal agencies and designated by the lead agency, and one member recommended by the labor organization having the largest number of wage employees under the regular wage schedule who are under exclusive recognition in the wage area.

(2) All members of local wage survey committees for appropriated fund surveys shall be Federal employees appointed by their employing agencies.

(3) Members for nonappropriated fund surveys shall be nonappropriated fund employees appointed by their employing agencies.

(4) The member recommended by the labor organization must be an employee of a Federal activity for appropriated fund surveys or nonappropriated fund activity for nonappropriated fund surveys who is covered by one of the regular wage schedules in the wage area in which the activity is located.

(5) In selecting and appointing employees recommended by labor organizations and by Federal agencies to serve as committee members, consideration shall be given to the requirement in the prevailing rate law for labor and agency representatives to participate in the wage survey process, the qualifications of the recommended employees, the need of the employees' work units for their presence on the job, and the prudent management of available financial and human resources. Employing agencies and activities shall cooperate and appoint the recommended employees unless exceptional circumstances prohibit their consideration. When the recommended employees cannot be appointed to serve as local wage survey committee members, the responsible lead agency or labor organization shall provide additional recommendations expeditiously to avoid any delay in the survey process.

(6) Employers shall cooperate and release appointed employees for committee proceedings unless the employers can demonstrate that exceptional circumstances directly related to the accomplishment of the work units' missions require their presence on their regular jobs. Employees serving as committee members are considered to be on official assignment to an inter-agency function, rather than on leave.

(c) A local wage survey committee shall be established before each full-scale wage survey. Responsibility for providing members shall remain with the same agency and the same labor organization until the next full-scale survey.

(d) Recommendations of local wage survey committees shall be developed by majority vote. Any member of a local wage survey committee may submit a minority report to the lead agency relating to any local wage survey committee majority recommendation.

(e) The lead agency shall establish the type of local wage survey organization it considers appropriate in a wage area which does not qualify for a local wage survey committee under paragraph (a) of this section.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 15415, Mar. 23, 1993]

#### **§ 532.231 Responsibilities of participating organizations.**

(a) The Office of Personnel Management:

(1) Defines the boundaries of wage and survey areas;

(2) Prescribes the required industries to be surveyed;

(3) Prescribes the required job coverage for surveys;

(4) Designates a lead agency for each wage area;

(5) Establishes, jointly with lead agencies, a nationwide schedule of wage surveys;

(6) Arranges for technical services with other Government agencies;

(7) Considers recommendations of the national headquarters of any agency or labor organization relating to the Office of Personnel Management's responsibilities for the Federal Wage System; and

(8) Establishes wage schedules and rates for prevailing rate employees who are United States citizens outside of the United States, District of Columbia, the Commonwealth of Puerto Rico, the Canal Zone, the Territories and Possessions of the United States, and the Trust Territory of the Pacific Islands.

(b) *Federal Prevailing Rate Advisory Committee.* This committee functions in accordance with the requirements set forth under section 5347 of title 5, United States Code.

(c) *Employing agencies—*(1) *Heads of agencies.* The head of an agency is responsible, within the policies and procedures of the Federal Wage System, for authorizing application of wage schedules developed by a lead agency and fixing and administering rates of pay for wage employees of his/her organization.

(2) *Heads of local activities.* The head of each activity in a wage area is responsible for providing employment information, wage survey committee members, the prescribed number of data collectors, and any other assistance needed to conduct local wage survey committee functions.

(d) Lead agencies are responsible for:

(1) Planning and conducting the wage survey for that area;

(2) Developing survey specifications and providing or arranging for the

identification of establishments to be surveyed;

(3) Officially ordering wage surveys;

(4) Establishing wage schedules, applying wage schedules authorized by the head of the agency; and

(5) Referring pertinent matters to the agency wage committee and the Office of Personnel Management.

(e) *Agency wage committees.* As appropriate, agency wage committees consider and make recommendations to the lead agency on wage schedules and any matters involving survey specifications for full-scale surveys if the lead agency chooses not to accept recommendations of the local wage survey committee or those in a minority report filed by a local wage survey committee member.

(f) *Local wage survey committees.* The local wage survey committee plans and conducts the wage survey in the designated wage area.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR at 46141, Nov. 1, 1990; 58 FR 15415, Mar. 23, 1993]

**§ 532.233 Preparation for full-scale wage surveys.**

(a) The local wage survey committee, prior to each full-scale survey:

(1) Shall hold a public hearing to receive recommendations from interested parties concerning the area, industries, establishments and jobs to be covered in the wage survey.

(2) Shall prepare a summary of the hearings and submit it to the lead agency together with the committees' recommendations concerning the survey specifications prescribed in paragraph (c) of this section.

(3) May make any other recommendations concerning the local wage survey which it considers appropriate.

(b) The lead agency shall consider the local wage survey committee's report if:

(1) The lead agency proposes not to accept the recommendations of the local wage survey committee concerning the specifications of the local wage survey; or

(2) The local wage survey committee's report is accompanied by a minority report.

(c) The lead agency shall develop survey specifications after taking into consideration the reports and recommendations received from the local wage survey committee and, if applicable, the agency wage committee. The survey specifications shall include:

(1) The counties to be surveyed;

(2) The industries to be surveyed;

(3) The standard minimum size of establishments to be surveyed;

(4) Establishments to be surveyed with certainty; and

(5) The survey jobs.

(d) A list of establishments to be surveyed shall be prepared through use of statistical sampling techniques in accordance with the specifications developed by the lead agency. A copy of this list shall be forwarded to the local wage survey committee.

(e) Selection and appointment of data collectors. (1) The local wage survey committee, after consultation with the lead agency, shall determine the number of regular and alternate data collectors needed for the survey based upon the estimated number and location of establishments to be surveyed.

(2) Wage data for appropriated fund surveys shall be collected by teams consisting of one local Federal Wage System employee recommended by the committee member representing the qualifying labor organization and one Federal employee recommended by Federal agencies. The data collectors shall be selected and appointed by their employing agency.

(3) Wage data for nonappropriated fund surveys shall be collected by teams, each consisting of one local nonappropriated fund employee recommended by the committee member representing the qualifying labor organization and one nonappropriated fund employee recommended by nonappropriated fund activities. The data collectors shall be selected and appointed by their employing agency.

(4) The local wage survey committee shall provide employers with the names of employees recommended by labor organizations and by Federal agencies to serve as data collectors and shall indicate the number of regular and alternate data collectors to be selected and appointed by the employers.

(5) In selecting and appointing employees recommended by labor organizations and by Federal agencies to serve as data collectors, consideration shall be given to the requirement in the prevailing rate law for labor and agency representatives to participate in the wage survey process, the qualifications of the recommended employees, the need of the employees' work units for their presence on the job, and the prudent management of available financial and human resources. Employing agencies and activities shall cooperate and appoint the recommended employees unless exceptional circumstances prohibit their consideration. When the required number of employees cannot be appointed to serve as data collectors from among those recommended, the local wage survey committee shall obtain additional recommendations expeditiously to avoid any delay in the survey process.

(6) Employers shall cooperate and release appointed employees to serve as data collectors throughout the duration of the data collection period unless the employers can demonstrate that exceptional circumstances directly related to the accomplishment of the work units' missions require their presence on their regular jobs. Employees serving as data collectors are considered to be on official assignment to an interagency function, rather than on leave.

(f)(1) Each member of a local wage survey committee, each data collector, and any other person having access to data collected must retain this information in confidence, and is subject to disciplinary action by the employing agency or activity if the employee violates the confidence of data secured from private employers.

(2) Any violation of the above provision by a Federal employee must be reported to the employing agency and, in the case of a participant designated by a labor organization, to the recognized labor organization and its headquarters, and shall be cause for the lead agency immediately to remove the

offending person from participation in the wage survey function.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 15415, Mar. 23, 1993]

#### **§ 532.235 Conduct of full-scale wage survey.**

(a) Wage survey data shall not be collected before the date the survey is ordered by the lead agency.

(b) Data collection for a full-scale wage survey shall be accomplished by personal visit to the establishment. The following required data shall be collected:

(1) General information about the size, location, and type of product or service of the establishment sufficient to determine whether the establishment is within the scope of the survey and properly weighted, if the survey is a sample survey;

(2) Specific information about each job within the establishment that is similar to one of the jobs covered by the survey, including a brief description of the establishment job, the number of employees in the job, and their rate(s) of pay to the nearest mill (including any cost-of-living adjustments required by contract or that are regular and customary and monetary bonuses that are regular and customary); and

(3) Any other information the lead agency believes is appropriate and useful in determining local prevailing rates.

(c) The data collectors shall submit the data they collect to the local wage survey committee together with their recommendations about the use of the data.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990]

#### **§ 532.237 Review by the local wage survey committee.**

(a) The local wage survey committee shall review all establishment information and survey job data collected in the wage survey for completeness and accuracy and forward all of the data collected to the lead agency together with a report of its recommendations

concerning the use of the data. The local wage survey committee may make any other recommendations concerning the wage survey which it considers appropriate.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

**§ 532.239 Review by the lead agency.**

(a) The lead agency shall review all material and wage survey data forwarded by the local wage survey committee to:

(1) Assure that the survey was conducted within the prescribed procedures and specifications;

(2) Consider matters included in the local wage survey committee report and recommendations;

(3) Exclude unusable data;

(4) Resolve questionable job matching and wage rate data; and

(5) Verify all computations reported on wage data collection forms.

(b) The lead agency shall determine whether the usable data collected in the wage survey are adequate for computing paylines, according to the following criteria:

(1) The wage survey data collected in an appropriated fund wage survey are adequate if the unweighted job matches include at least one survey job in the WG-01 through 04 range, one survey job in the WG-05 through 08 range, and two survey jobs in the WG-09 and above range, each providing at least 20 samples; and at least six other survey jobs, each providing at least 10 samples.

(2) The wage survey data collected in a nonappropriated fund wage survey are adequate if the unweighted job matches include at least two survey jobs in the NA-01 through 04 range providing 10 samples each, one survey job in the NA-01 through 04 range and three survey jobs in the NA-05 through 15 range providing five samples each; two other survey jobs, each providing at least five samples, and at least 100 unweighted samples for all survey jobs combined are used in the computation of the final payline.

(c)(1) If the wage survey data do not meet the adequacy criteria in paragraph (b) of this section, the lead agency shall analyze the data, construct lines and wage schedules, submit them

to the agency wage committee for its review and recommendations and issue wage schedules, in accordance with the requirements of this subpart, as if the adequacy criteria were met.

(2) The lead agency may determine such a wage area to be adequate if the quantity of data obtained is large enough to construct paylines even though it was obtained for fewer than the prescribed number of jobs, or at different grade levels, or in different combinations than prescribed in paragraph (b) of this section.

(3) The lead agency may not determine a nonappropriated fund wage area to be adequate if fewer than 100 usable unweighted job matches were used in the final payline computation.

(d) If the lead agency determines a wage area to be inadequate under paragraph (c) of this section, it shall promptly refer the problem to OPM for resolution. OPM shall:

(1) Authorize the lead agency to continue to survey the area if the lead agency believes the survey is likely to be adequate in the next full-scale survey;

(2) Authorize the lead agency to expand the scope of the survey; or

(3) Abolish the wage area and establish it as part of one or more other wage areas.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990]

**§ 532.241 Analysis of usable wage survey data.**

(a)(1) The lead agency shall compute a weighted average rate for each appropriated fund survey job having at least 10 unweighed matches and for each nonappropriated fund job having at least 5 unweighed matches. The weighted average rates shall be computed using the survey job data collected in accordance with §§ 532.235 and 532.247 and the establishment weight.

(2)(i) Incentive and piece-work rates shall be excluded when computing weighted average rates if, after establishment weights have been applied, 90 percent or more of the total usable wage survey data reflect rates paid on a straight-time basis only.

(ii) When sufficient incentive and piece-work rate data are obtained, the

full incentive rate shall be used in computing the job weighted average rate when it is equal to or less than the average nonincentive rate. If the full incentive rate is greater than the average nonincentive rate, the incentive rate shall be discounted by 15 percent. The discounted incentive rate shall be compared with the guaranteed minimum rate and the average nonincentive rate, and the highest rate shall be used in computing the job weighted average rate.

(b) The lead agency shall compute paylines using the weighted average rates computed under paragraph (a) of this section.

(1) The lead agency shall compute unit and frequency paylines using the straight-line, least squares regression formula:  $Y=a+bx$ , where  $Y$  is the hourly rate,  $x$  is grade,  $a$  is the intercept of the payline with the  $Y$ -axis, and  $b$  is the slope of the payline.

(i) The unit payline shall be computed using a weight of one for each of the usable survey jobs and the weighted average rates identified and computed under paragraph (a) of this section.

(ii) The frequency payline shall be computed using a weight equal to the number of weighted matches for each of the usable survey jobs and the weighted average rates identified and computed under paragraph (a) of this section.

(2) Either or both of the lines computed according to paragraph (b)(1) of this section may be recomputed after eliminating survey job data that cause distortion in the lines.

(3) The lead agency may compute midpoint paylines using the following formula:  $Y=(a_u+a_f)/2+((b_u+b_f)/2)x$ , where  $Y$  is the hourly rate,  $x$  is the grade,  $a_u$  is the intercept of the unit payline,  $a_f$  is the intercept of the frequency payline,  $b_u$  is the slope of the unit payline, and  $b_f$  is the slope of the frequency payline. A midpoint line may be computed using the paylines based on all of the usable survey job data as described in paragraph (b)(1) of this section, and a second midpoint line may be computed using the paylines based on limited survey job data authorized in paragraph (b)(2) of this section.

(4) The lead agency may compute other paylines for the purpose of instituting changes in the scope of the survey.

(c) Usable data obtained from a particular establishment may not be modified or deleted in order to reduce the effect of an establishment's rates on survey findings, i.e., data will not be deleted or modified to avoid establishment domination.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46141, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 32273, June 9, 1993; 60 FR 62701, Dec. 7, 1995]

#### **§ 532.243 Consultation with the agency wage committee.**

(a) The lead agency shall submit to the agency wage committee:

(1) The data collected in the wage survey;

(2) The report and recommendations of the local wage survey committee concerning the use of data;

(3) The lead agency's analysis of the data; and

(4) The lines computed from the data.

(b) After considering the information available to it, the agency wage committee shall report to the lead agency its recommendation for a proposed wage schedule derived from the data.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

#### **§ 532.245 Selection of payline and issuance of wage schedules.**

(a) The lead agency shall select a payline and construct wage schedules therefrom for issuance as the regular wage schedules for the wage area, after considering all of the information, analysis, and recommendations made available to it pursuant to this subpart.

(b)(1) The lead agency shall prepare and maintain a record of all of the analysis and deliberations made under this subpart, documenting fully the basis for its determination under paragraph (a) of this section.

(2) The lead agency shall include in the record all of the wage survey data obtained and the recommendations and reports received from the local wage survey committee and the agency wage committee.

#### § 532.247

#### 5 CFR Ch. I (1–1–97 Edition)

(c)(1) The lead agency shall issue the nonsupervisory, leader, and supervisory regular wage schedules for the local wage area, showing the rates of pay for all grades and steps.

(2) The wage schedules shall have a single effective date for all employees in the wage area, determined by the lead agency in accordance with 5 U.S.C. 5344.

(d) The head of each agency having employees in the local wage area to whom the regular wage schedules apply shall authorize the application of the wage schedules issued under paragraph (c) of this section to those employees, effective on the date specified by the lead agency.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

#### § 532.247 Wage change surveys.

(a) Wage change surveys shall be conducted in each wage area in years during which full-scale wage surveys are not conducted.

(b) Data shall be collected in wage change surveys only from establishments which participated in the preceding full-scale survey. Information concerning pay adjustments of general application in effect for jobs matched in each establishment which participated in the preceding full-scale survey shall be obtained.

(c) Data may be obtained in wage change surveys by telephone, mail, or personal visit. The chairperson of the local wage survey committee shall determine the manner in which establishments will be contacted for collection of data. Data may be collected by the local wage survey committee members or by data collectors appointed and assigned to two member teams in accordance with § 532.233(e) of this subpart.

(d) Wage change survey data may not be collected before the date ordered by the lead agency.

(e) The local wage survey committee shall review all wage change survey data collected and forward the data to the lead agency. Where appropriate, the committee shall also forward to the lead agency a report of unusual circumstances surrounding the survey.

(f) The lead agency shall review the wage change survey data and, if appli-

cable, the report filed by the local wage survey committee.

(g)(1) The lead agency shall recompute the line selected under § 532.245(a) of this subpart in the preceding full-scale survey using the wage change survey data and shall construct wage schedules therefrom in accordance with § 532.203 and, if appropriate, § 532.205 of this subpart.

(2) The lead agency shall consult with the agency wage committee in accordance with § 532.243 of this subpart.

(3) Records of this process shall be maintained in accordance with § 532.245(b) of this subpart.

(h) The wage schedules shall be issued and authorized in accordance with § 532.245 (c) and (d) of this subpart.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 32274, June 9, 1993]

#### § 532.249 Minimum rates for hard-to-fill positions.

(a) The lead agency for a wage area may establish the rate of the second, third, fourth, or fifth step of one or more grades of an occupation as the mandatory minimum rate or rates payable by any agency for the occupation at one or more locations within a wage area based on findings that:

(1) The hiring rates prevailing for an occupation in private sector establishments in the wage area are higher than the rate of the first step of the grade or grades of the occupation; and

(2) Federal installations and activities in the wage area are unable to recruit qualified employees at the rate of the first step of the grade or grades of the occupation.

(b) Any authorizations made under paragraph (a) of this section shall be indicated on the regular wage schedule for the wage area.

(c) Any authorizations made under paragraph (a) of this section shall be terminated with the issuance of a new regular wage schedule unless the conditions that warrant the authorizations continue and the new regular wage schedule continues that authorization.

(d) The lead agency, prior to terminating any authorization made under paragraph (a) of this section, shall require the appropriate official or officials at all installations or activities

to which the authorization applies to discuss the termination with the appropriate official or officials of exclusively recognized employee organizations representing employees in the affected occupation. The agency officials shall report the results of these discussions to the lead agency.

(e) No employee shall have his/her pay reduced because of cancellation of an authorization made under paragraph (a) of this section.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

#### § 532.251 Special rates.

(a) A lead agency, with the approval of OPM, may establish special rates for use within all or part of a wage area for a designated occupation or occupational specialization and grade, in lieu of rates on the regular schedule. OPM may authorize special rates to the extent it considers necessary to overcome existing or likely significant handicaps in the recruitment or retention of well-qualified personnel when these handicaps are due to any of the following circumstances:

(1) Rates of pay offered by private sector employers for an occupation or occupational specialization and grade are significantly higher than those paid by the Federal Government within the competitive labor market;

(2) The remoteness of the area or location involved; or

(3) Any other circumstances that OPM considers appropriate.

(b) In authorizing special rates, OPM shall consider—

(1) The number of existing or likely vacant positions and the length of time they have been vacant, including evidence to support the likelihood that a recruitment problem will develop if one does not already exist;

(2) The number of employees who have or are likely to quit, including the number quitting for higher pay positions and evidence to support the likelihood that employees will quit;

(3) The number of vacancies employing agencies tried to fill and the number of hires and offers made;

(4) The nature of the existing labor market;

(5) The degree to which employing agencies have considered or used in-

creased minimum rates for hard-to-fill positions;

(6) The degree to which employing agencies have considered relevant non-pay solutions to the staffing problem, such as conducting an aggressive recruiting program, using appropriate appointment authorities, redesigning jobs, establishing training programs, and improving working conditions;

(7) The impact of the staffing problem on employers' missions;

(8) The level of private sector rates paid for comparable positions; and

(9) As appropriate, the extent to which the use of unrestricted rates authorized under § 532.801 of this part was considered.

(c) In determining at what level to set special rates, OPM shall consider—

(1) The level of rates it believes necessary to recruit or retain an adequate number of well-qualified persons;

(2) The offsetting costs that will be incurred if special rates are not authorized; and

(3) The level of private sector rates paid for comparable positions.

(d) No one factor or combination of factors specified in paragraphs (b) or (c) of this section requires special rates to be established or to be adjusted to any given level. Each request to establish special rates shall be judged on its own merits, based on the extent to which it meets these factors. Increased minimum rates are not a prerequisite to the establishment of special rates under this section.

(e) Special rates shall be based on private sector wage data, or a percentage thereof, as specified by OPM at the time the special rates are authorized. The private sector data shall be calculated as a weighted average or payline, as appropriate. A single rate shall be used when this represents private sector practice, and five rates shall be used when rate ranges are used by the private sector. When a five-step rate range is used, the differentials between steps shall be set in accordance with § 532.203(f) of this subpart.

(f) Once approved by OPM, special rates may be adjusted by the lead agency on the same cycle as the applicable regular schedule to the extent deemed



necessary to ensure the continued recruitment or retention of well-qualified personnel. The amount of the special rate adjustment may be up to the percentage (rounded to the nearest one-tenth of 1 percent) by which the market rate has changed since the last adjustment. Special rates may not exceed the percentage of market rates initially approved by OPM unless a request for higher special rates is made and approved under paragraphs (a) through (e) of this section.

(g) Any special rates established under paragraph (a) of this section shall be shown on the regular schedule or published as an amendment to the regular schedule and shall indicate the wage area (or part thereof) and each occupation or occupational specialization and grade for which the rates are authorized. These rates shall be paid by all agencies having such positions in the wage area (or part thereof) specified.

(h) The scheduled special rate payable under this section may not, at any time, be less than the unrestricted (uncapped) rate otherwise payable for such positions under the applicable regular wage schedule.

(i) If a special rate is terminated under paragraph (f) of this section, the lead agency shall provide written notice of such termination to OPM.

(j) Employers using special rates shall maintain current recruitment and retention data for all authorized special rates. Such data shall be made available to the lead agency prior to the wage area regular schedule adjustment date for the purpose of determining whether there is a continuing need for special rates and the amount of special rate adjustment necessary to recruit or retain well-qualified employees.

[57 FR 57875, Dec. 8, 1992]

**§ 532.253 Special rates or rate ranges for leader, supervisory, and production facilitating positions.**

(a) When special rates or rate ranges are established for nonsupervisory positions, a lead agency also shall establish special rates for leader, supervisory, and production facilitating positions, classified to the same occupational series and title, that lead, super-

vise, or perform production facilitating work directly relating to the non-supervisory jobs covered by the special rates.

(b) The step rate structure shall be the same as that of the related non-supervisory special rate or rate range.

(c) The following formulas shall be used to establish a special rate or rate range:

(1) A single rate shall equal the top step of the appropriate leader, supervisory, or production facilitating grade on the regular schedule, plus the cents per hour difference between the top step of the appropriate nonsupervisory grade on the regular schedule and the special nonsupervisory rate.

(2) For a multiple rate range, the step 2 rate shall equal the step 2 rate of the appropriate leader, supervisory, or production facilitating grade on the regular schedule, plus the cents per hour difference between the prevailing rate of the appropriate nonsupervisory grade on the regular schedule and the prevailing rate of the special rate position. Other required step rates shall be computed in accordance with the formula established in § 532.203 of this subpart.

[55 FR 46144, Nov. 1, 1990]

**§ 532.254 Special schedules.**

(a) A lead agency, with the approval of OPM, may establish special schedules for use within an area for specific occupations that are critical to the mission of a Federal activity based on findings that—

(1) Unusual prevailing pay practices exist in the private sector that are incompatible with regular schedule practices, and serious recruitment or retention problems exist or will likely develop if employees are paid from the authorized regular schedule; or

(2) Administrative considerations require the establishment of special schedules to address unique agency missions or other unusual circumstances that OPM considers appropriate.

(b) An OPM authorization for a special schedule shall include instructions for its construction, application, and administration.

(c) Unless otherwise specified, positions covered by special schedules shall

be subject to the general provisions of this part and to other applicable rules and regulations of OPM.

[57 FR 57876, Dec. 8, 1992]

**§ 532.255 Regular appropriated fund wage schedules in foreign areas.**

(a) The Department of Defense shall establish and issue regular appropriated fund wage schedules for U.S. citizens who are employees in foreign areas. These wage schedules shall provide rates of pay for nonsupervisory, leader, supervisory, and production facilitating employees.

(b) Schedules shall be—

(1) Computed on the basis of a simple average of all regular appropriated fund wage area schedules in effect on December 31; and

(2) Effective on the first day of the first pay period that begins on or after January 1 of the succeeding year.

(c) Step 2 rates for each nonsupervisory grade shall be derived by computing a simple average of each step 2 rate for each of the 15 grades of all nonsupervisory wage rate schedules designated in paragraph (b) of this section.

(d) Through the use of the step 2 rates derived under the schedule averaging process, the step rates for each of the 15 grades of the nonsupervisory schedule and all scheduled pay rates for leaders and supervisors shall be developed by using the standard formulas established in 5 CFR 532.203, Structure of regular wage schedules.

(e) Pay schedules for production facilitating positions shall be established in accordance with the table in § 532.263(c) of this subpart.

[50 FR 38634, Sept. 24, 1985, as amended at 51 FR 28799, Aug. 12, 1986; 51 FR 39853, Nov. 3, 1986; 54 FR 52011, Dec. 20, 1989. Redesignated and amended at 55 FR 46141, Nov. 1, 1990; 58 FR 13194, Mar. 10, 1993]

**§ 532.257 Regular nonappropriated fund wage schedules in foreign areas.**

(a) The Department of Defense shall establish and issue regular nonappropriated fund wage schedules for U.S. citizens who are wage employees in foreign areas. These schedules will provide rates of pay for nonsupervisory, leader, and supervisory employees.

(b) Schedules will be —

(1) Computed on the basis of a simple average of all regular nonappropriated fund wage area schedules defined for the 48 contiguous states and the District of Columbia in effect on the first Sunday in January; and

(2) Effective on the first Sunday in January of each year.

(c) Step 2 rates for each nonsupervisory grade will be derived by computing a simple average of each step 2 rate for each of the 15 grades of all nonsupervisory wage rate schedules designated in paragraph (b) of this section.

(d) Through the use of the step 2 rates derived under the schedule averaging process, the step rates for each of the 15 grades of the nonsupervisory schedule and all scheduled pay rates for leaders and supervisors will be developed by using the standard formulas established in 5 CFR 532.203, Structure of regular wage schedules.

[50 FR 38634, Sept. 24, 1985, as amended at 51 FR 28799, Aug. 12, 1986; 54 FR 52011, Dec. 20, 1989. Redesignated and amended at 55 FR 46141, Nov. 1, 1990]

**§ 532.259 Special appropriated fund wage schedules for U.S. insular areas.**

(a) Lead agencies shall establish and issue special wage schedules for U.S. civil service wage employees in certain U.S. insular areas. The Department of Defense is the lead agency for Guam, Midway, and the U.S. Virgin Islands. The Department of Transportation is the lead agency for American Samoa. The Department of the Interior is the lead agency for the Commonwealth of the Northern Mariana Islands. These schedules shall provide rates of pay for nonsupervisory, leader, supervisory, and production facilitating employees.

(b) Special schedules shall be established at the same time and with rates identical to the foreign area appropriated fund wage schedules established under § 532.255 of this subpart.

(c) Wage employees recruited from outside the insular area where employed, who meet the same eligibility requirements as those specified for General Schedule employees in § 591.209 of subpart B of part 591, are also paid as

§ 532.261

a part of basic pay a differential for recruitment and retention purposes. The differential rate shall be that established for General Schedule employees in appendix B of subpart B of part 591 and shall be adjusted effective concurrently with the special schedules.

[58 FR 13194, Mar. 10, 1993]

**§ 532.261 Special wage schedules for leader and supervisory schedules for leader and supervisory wage employees in the Puerto Rico wage area.**

(a) The Department of Defense shall establish special wage schedules for leader and supervisory wage employees in the Puerto Rico wage area.

(b) The step 2 rate for each grade of the leader wage schedule shall be equal to 120 percent of the rate for step 2 of the corresponding grade of the non-supervisory regular wage schedule for the Puerto Rico wage area.

(c) The step 2 rate for the supervisory wage schedule shall be:

(1) For grades WS-1 through WS-10, equal to the rate for step 2 of the corresponding grade of the non-supervisory regular wage schedule for the Puerto Rico wage area, plus 60 percent of the rate for step 2 of WS-10;

(2) For grades WS-11 through WS-18, the second rate of WS-10 plus 5, 11.5, 19.6, 29.2, 40.3, 52.9, 67.1, and 82.8 percent, respectively, of the difference between the step 2 rates of WS-10 and WS-19; and

(3) For grade WS-19, the third rate in effect for General Schedule grade GS-14 at the time of the area wage schedule adjustment. The WS-19 rate shall include any cost of living allowance payable for the area under 5 U.S.C. 5941.

(d) Step rates shall be developed by using the formula established in § 532.203 of this subpart.

[55 FR 46144, Nov. 1, 1990]

**§ 532.263 Special wage schedules for production facilitating positions.**

(a) The lead agency in each FWS wage area shall establish special non-supervisory and supervisory production facilitating wage schedules for employees properly allocable to production facilitating positions under applicable

5 CFR Ch. I (1-1-97 Edition)

Federal Wage System job grading standards.

(b) Nonsupervisory schedules shall have 11 pay levels, and supervisory schedules shall have 9 pay levels.

(c) Pay levels and rates of pay for nonsupervisory (WD) schedules and supervisory (WN) schedules shall be identical to the pay levels and rates of pay for the corresponding grades on the local FWS regular supervisory wage schedule. Pay levels shall be determined in accordance with the following table:

	WN supervisory level	WS grade
WD nonsupervisory Level:		
1 .....		3
2 .....		4
3 .....		5
4 .....		6
5 .....	1	7
6 .....	2	8
7 .....	3	9
8 .....	4	10
9 .....	5	11
10 .....	6	12
11 .....	7	13
	8	14
	9	15

(d) Special production facilitating wage schedules shall be effective on the same date as the regular wage schedules in the FWS wage area.

[55 FR 46144, Nov. 1, 1990]

**§ 532.265 Special wage schedules for apprentices and shop trainees.**

(a) Agencies may establish special wage schedules for apprentices and shop trainees who are included in:

(1) Formal apprenticeship programs involving training for journeyman level duties in occupations that are recognized as apprenticeable by the Bureau of Apprenticeship and Training, U.S. Department of Labor; or

(2) Formal shop trainee programs involving training for journeyman level duties in nonapprenticeable occupations that require specialized trade or craft skill and knowledge.

(b) Special schedules shall consist of a single wage rate for each training period. Wage rates shall be determined as follows:

(1) Rates shall be based on the current second step rate of the target journeyman grade level on the regular

nonsupervisory wage schedule for the area where the apprentice or trainee is employed.

(2) The entrance rate shall be computed at 65 percent of the journeyman level, step 2, rate, or the WG-1, step 1, rate, whichever is greater.

(3) When the WG-1, step 1, rate is used, the apprentice rate shall be increased by a minimum of 5 cents per hour for each succeeding increment interval until the rate obtained by this method equals the rate computed under the formula. No increase shall be less than 5 cents per hour.

(c) Advancement to higher increments shall be at 26-week intervals, regardless of the total length of the training period. Intermediate rates shall be established by subtracting the entrance rate from the journeyman level, step 2 rate, and dividing the difference by the number of 26-week periods of the particular training term. The resulting quotient equals the increment for each succeeding rate.

(d) Agencies may hire at advanced rates or accelerate progression through scheduled wage rates if prescribed by approved agency training standards or programs.

(e) If the employee is promoted to the target job or to a job at the same grade level, the promotion shall be to the second step rate. If the employee is assigned to a job at a grade level that is less than the grade level of the target job, existing pay fixing rules shall be followed.

[55 FR 46144, Nov. 1, 1990]

**§ 532.267 Special wage schedules for aircraft, electronic, and optical instrument overhaul and repair positions in Puerto Rico.**

(a) The Department of Defense shall conduct special industry surveys and establish special wage schedules for wage employees in Puerto Rico whose primary duties involve the performance of work related to aircraft, electronic equipment, and optical instrument overhaul and repair.

(b) Except as provided in this section, regular appropriated fund wage survey and wage-setting procedures are applicable.

(c) Special survey specifications are as follows:

(1) Surveys shall, at a minimum, include the air transportation and electronics industries in SIC's 3571, 3572, 3575, 3577, 3663, 3669, 3672, 3674, 3679, 3695, 3812, 4512, 4513, 4522, 4581, 5044, and 5045.

(2) Surveys shall cover all establishments in the surveyed industries.

(3) Surveys shall, as a minimum, include all the following jobs:

Job titles	Job grades
Aircraft Cleaner .....	3
Fleet Service Worker .....	5
Aircraft Mechanic .....	10
Industrial Electronic Controls Repairer .....	10
Aircraft Instrument Mechanic .....	11
Electronic Test Equipment Repairer .....	11
Electronics Mechanic .....	11
Electronic Computer Mechanic .....	11
Television Station Mechanic .....	11

(d) The data collected in a special wage survey shall be considered adequate if there are as many weighted matches used in computing the nonsupervisory payline as there are employees covered by the special wage rate schedules.

(e) Each survey job used in computing the nonsupervisory payline must include a minimum of three unweighted matches.

(f) Special schedules shall have three step rates with the payline fixed at step 2. Step 1 shall be set at 96 percent of the payline rate, and step 3 shall be set at 104 percent of the payline rate.

(g) The waiting period for within-grade increases shall be 26 weeks between steps 1 and 2 and 78 weeks between steps 2 and 3.

(h) Special wage schedules shall be effective on the same date as the regular wage schedules for the Puerto Rico wage area.

[55 FR 46145, Nov. 1, 1990, as amended at 60 FR 62701, Dec. 7, 1995]

**§ 532.269 Special wage schedules for Corps of Engineers, U.S. Army navigation lock and dam employees.**

(a) The Department of Defense shall establish special wage schedules for nonsupervisory, leader, and supervisory wage employees of the Corps of Engineers, U.S. Army, who are engaged in operating lock and dam equipment or who repair and maintain navigation lock and dam operating machinery and equipment.

(b) Employees shall be subject to one of the following pay provisions:

(1) If all navigation lock and dam installations under a District headquarters office are located within a single wage area, the employees shall be paid from special wage schedules having rates identical to the regular wage schedule applicable to that wage area.

(2) If navigation lock and dam installations under a District headquarters office are located in more than one wage area, employees shall be paid from a special wage schedule having rates identical to the regular wage schedule authorized for the headquarters office.

(c) Each special wage schedule shall be effective on the same date as the regular schedule on which it is based.

[55 FR 46145, Nov. 1, 1990]

**§ 532.271 Special wage schedules for National Park Service positions in overlap areas.**

(a)(1) The Department of the Interior shall establish special schedules for wage employees of the National Park Service whose duty station is located in one of the following NPS jurisdictions:

- (i) Blue Ridge Parkway;
- (ii) Natchez Trace Parkway; and
- (iii) Great Smoky Mountains National Park.

(2) Each of these NPS jurisdictions is located in (i.e., overlaps) more than one FWS wage area.

(b) The special overlap wage schedules in each of the NPS jurisdictions shall be based on a determination concerning which regular nonsupervisory wage schedule in the overlapped FWS wage areas provides the most favorable payline for the employees.

(c) The most favorable payline shall be determined by computing a simple average of the 15 nonsupervisory second step rates on each one of the regular schedules authorized for each wage area overlapped. The highest average obtained by this method will identify the regular schedule that produces the most favorable payline.

(d) Each special schedule shall be effective on the same date as the regular schedule on which it is based.

(e) If there is a change in the identification of the most favorable payline,

the special schedule for the current year shall be issued on its normal effective date. The next special schedule shall be issued on the effective date of the next regular schedule that produced the most favorable payline for the NPS jurisdiction in the previous year.

[55 FR 46145, Nov. 1, 1990]

**§ 532.273 Special wage schedules for United States Information Agency Radio Antenna Rigger positions.**

(a) The United States Information Agency shall establish special wage schedules for Radio Antenna Riggers employed at transmitting and relay stations in the United States.

(b) The wage rate shall be the regular wage rate for the appropriate grade for Radio Antenna Rigger for the wage area in which the station is located, plus 25 percent of that rate.

(c) The 25 percent differential shall be in lieu of any environmental differential that would otherwise be payable.

(d) The special schedules shall be effective on the same date as the regular wage schedules for the wage area in which the positions are located.

[55 FR 46145, Nov. 1, 1990]

**§ 532.275 Special wage schedules for ship surveyors in Puerto Rico.**

(a) The Department of Defense shall establish special wage schedules for nonsupervisory ship surveyors and supervisory ship surveyors in Puerto Rico.

(b) Rates shall be computed as follows:

(1) The step 2 rate for nonsupervisory ship surveyors shall be set at 149.5 percent of the WG-10, step 2, rate on the overseas schedule.

(2) The step 2 rate of supervisory ship surveyors shall be set at 166.75 percent of the WG-10, step 2, rate on the overseas schedule.

(3) Step rates shall be developed by using the standard formulas established in § 532.203 of this part.

(c) The special wage schedules shall be effective on the same date as the regular wage schedules applicable to the Puerto Rico wage area.

[55 FR 46145, Nov. 1, 1990]

**§ 532.277 Special wage schedules for U.S. Navy positions in Bridgeport, California.**

(a) The Department of Defense shall establish special wage schedules for prevailing rate employees at the United States Marine Corps Mountain Warfare Training Center in Bridgeport, California.

(b) Schedules shall be established by increasing the step 2 rates on the Reno, Nevada, regular wage schedule by 10 percent.

(c) Step rates shall be developed by using the standard formulas established in § 532.203 of this subpart.

(d) The special wage schedules shall be effective on the same date as the regular wage schedules applicable to the Reno, Nevada, wage area.

[55 FR 46146, Nov. 1, 1990]

**§ 532.279 Special wage schedules for printing positions.**

(a) The lead agency in a special printing schedule area listed in paragraph (j) of this section shall conduct special printing surveys and establish special printing schedules for positions properly allocable to the 4400 printing job family or the 5330 printing equipment repairing job series under FWS job grading standards.

(b) Except as provided in this section, regular appropriated fund wage survey and wage-setting procedures established in §§ 532.213 through 532.245 of this subpart shall be applicable to printing surveys and schedules.

(c) Specifications for printing surveys shall be as follows:

(1) Standard industrial code 2752 shall be included in the printing survey. A lead agency may also add other SICs in Major Group 27 to the survey in light of survey experience.

(2) Surveys shall cover establishments with a total employment of 20 or more.

(3) A lead agency shall survey the following jobs:

Job title	Job grade
Opaquer .....	4
Offset Press Helper .....	5
Bindery Machine Operator (Helper) .....	5
Film Assembler-Stripper (Single Flat-Single Color) ..	5
Platemaker (Single Color) .....	5

Job title	Job grade
Film Assembler-Stripper (Partial and Composite Flats) .....	7
Platemaker (Double Exposure and Multicolor Line) .....	7
Offset Press Operator .....	8
Bindery Machine Operator (Paper Cutter) .....	8
Bindery Machine Operator (Power Folder) .....	8
Film Assembler-Stripper (Multiple Flat-Multiple Color) .....	8
Platemaker (Multicolor Halftones and Screen Tints) .....	8
Bindery Machine Operator .....	9
Offset Operator (15-18 Thru 14-20) .....	9
Offset Operator (17-22 Thru 19-25) .....	9
Offset Operator (22-29 Thru 35-39) .....	9
Offset Operator (35-45 and Larger) .....	10
Offset Photographer (Halftone) .....	10
Negative Engraver .....	10
Bookbinder .....	10
Lithographic Pressman Multicolor (17-22 Thru 25-39) .....	10
Lithographic Pressman Multicolor (34-44 and Larger) .....	11
Offset Photographer (Process Color) .....	11

(d) The data collected in a special printing survey shall be considered adequate for computing paylines if the unweighted job matches for non-supervisory jobs include at least 20 matches in the grade 1 through 5 range, 20 matches in the grade 6 through 8 range, 40 matches in the grade 9 and above range, and 60 additional matches at any grade.

(e) Each survey job used in computing printing schedule paylines must include a minimum of three unweighted matches.

(f) Special printing schedules shall have three step rates with the payline fixed at step 2. Step 1 shall be set at 96 percent of the payline rate, and step 3 shall be set at 104 percent of the payline rate.

(g) No step 3 rate on a special printing schedule shall be less than the maximum rate of the corresponding grade on the regular wage schedule for the wage area. If an adjustment is required under this provision, the payline rate of the special schedule shall be adjusted so as to provide a step 3 special schedule rate equal to the maximum rate of the corresponding regular schedule grade when the formula in paragraph (f) of this section is applied. Step 1 shall be set at 96 percent of the adjustment payline rate.

(h) The waiting period for within-grade increases under special printing schedules is 26 weeks between steps 1 and 2 and 78 weeks between steps 2 and 3.

(i) Special printing schedules shall be effective on the same date as the regular wage schedules for the authorized wage areas.

(j) Special printing schedules are authorized in the following wage areas:

- (1) Washington, DC.
- (2) St. Louis, Missouri.
- (3) Kansas City, Missouri.
- (4) Philadelphia, Pennsylvania.

[55 FR 46146, Nov. 1, 1990; as amended at 58 FR 32274, June 9, 1993; 59 FR 54787, Nov. 2, 1994; 60 FR 5312, Jan. 27, 1995; 60 FR 26341, May 17, 1995; 60 FR 46214, Sept. 6, 1995]

**§ 532.281 Special wage schedules for divers and tenders.**

(a) Agencies are authorized to establish special schedule payments for prevailing rate employees who perform diving and tending duties.

(b) Employees who perform diving duties shall be paid 175 percent of the locality WG-10, step 2, rate for all payable hours of the shift.

(c) Employees who perform tending duties shall be paid at the locality WG-10, step 2, rate for all payable hours of the shift.

(d) Employees whose regular scheduled rate exceeds the diving/tending rate on the day they perform such duties shall retain their regular scheduled rate on that day.

(e) An employee's diving/tending rate shall be used as the basic rate of pay for computing all premium payments for a shift.

(f) Employees who both dive and tend on the same shift shall receive the higher diving rate as the basic rate for all hours of the shift.

[55 FR 46146, Nov. 1, 1990]

**§ 532.283 Special wage schedules for nonappropriated fund tipped employees classified as waiter/waitress.**

(a) Tipped employees shall be paid from the regular nonappropriated fund (NAF) schedule applicable to the employee's duty station.

(b) A tip offset may be authorized for employees classified as Waiter/Waitress. For purposes of this section, a tipped employee is one who is engaged in an occupation in which he or she customarily and regularly receives more than \$30 a month in tips, and a

tip offset is the amount of money by which an employer, in meeting legal minimum wage standards, may reduce a tipped employee's cash wage in consideration of the receipt of tips.

(c) A tip offset may be established, abolished, or adjusted by NAF instrumentalities on an annual basis and at such additional times as new or revised minimum wage statutes require. The amount of any tip offset may vary within a single instrumentality based on location, type of service, or time of service.

(d) If tipped employees are represented by a labor organization holding exclusive recognition, the employing NAF instrumentality shall negotiate with such organization to arrive at a determination as to whether, when, and how much tip offset shall be applied. Changes in tip offset practices may be made more frequently than annually as a result of collective bargaining agreement.

(e) Tip offset practices shall be governed by the Fair Labor Standards Act, as amended, or the applicable statutes of the State, possession or territory where an employee works, whichever provides the greater benefit to the employee. In locations where tip offset is prohibited by law, the requirements of paragraphs (c) and (d) of this section do not apply.

[55 FR 46146, Nov. 1, 1990]

**§ 532.285 Special wage schedules for supervisors of negotiated rate Bureau of Reclamation employees.**

(a) The Department of the Interior shall establish and issue special wage schedules for wage supervisors of negotiated rate wage employees in the Bureau of Reclamation. These schedules shall be based on annual special wage surveys conducted by the Bureau of Reclamation in each special wage area. Survey jobs representing Bureau of Reclamation positions at up to four levels will be matched to private industry jobs in each special wage area. Special schedule rates for each position will be based on prevailing rates for that particular job in private industry.

(b) Each supervisory job shall be described at one of four levels corresponding to the four supervisory situations described in Factor I and four

levels of Subfactor IIIA of the FWS Job Grading Standard for Supervisors. They shall be titled in accordance with regular FWS practices, with the added designation of level I, II, III, or IV. The special survey and wage schedule for a given special wage area includes only those occupations and levels having employees in that area. For each position on the special schedule, there shall be three step rates. Step 2 is the prevailing rate as determined by the survey; step 1 is 96 percent of the prevailing rate; and step 3 is 104 percent of the prevailing rate.

(c) For each special wage area, the Bureau of Reclamation shall designate and appoint a special wage survey committee, including a chairperson and two other members (at least one of whom shall be a supervisor paid from the special wage schedule), and one or more two-person data collection teams (each of which shall include at least one supervisor paid from the special wage schedule). The local wage survey committee shall determine the prevailing rate for each survey job as a weighted average. Survey specifications are as follows for all surveys:

(1) Tailored to the Bureau of Reclamation activities and types of supervisory positions in the special wage area, private industry companies to be surveyed shall be selected from among the following Standard Industrial Classification Major Groups: 12 coal mining; 13 oil and gas extraction; 14 mining and quarrying of nonmetallurgical minerals, except fuels; 35 manufacturing industrial and commercial machinery and computer equipment; 36 manufacturing electronic and other electrical equipment and components, except computer equipment; 42 motor freight transportation and warehousing; 48 communications; 49 electric, gas, and sanitary services; and 76 miscellaneous repair services. No minimum employment size is required for surveyed establishments.

(2) Each local wage survey committee shall compile lists of all companies in the survey area known to have potential job matches. For the first survey, all companies on the list will be surveyed. Subsequently, companies shall be removed from the survey list if they prove not to have job matches,

and new companies will be added if they are expected to have job matches. Survey data will be shared with other local wage survey committees when the data from any one company is applicable to more than one special wage area.

(3) For each area, survey job descriptions shall be tailored to correspond to the position of each covered supervisor in that area. They will be described at one of four levels (I, II, III, or IV) corresponding to the definitions of the four supervisory situations described in Factor I and four levels of Subfactor IIIA of the FWS Job Grading Standard for Supervisors. A description of the craft, trade, or labor work supervised will be included in each supervisory survey job description.

(d) Special wage area boundaries shall be identical to the survey areas covered by the special wage surveys. The areas of application in which the special schedules will be paid are generally smaller than the survey areas, reflecting actual Bureau of Reclamation worksites and the often scattered location of surveyable private sector jobs. Special wage schedules shall be established in the following areas:

#### THE GREAT PLAINS REGION

##### *Special Wage Survey Area (Counties)*

*Montana:* All counties except Lincoln, Sanders, Lake, Flathead, Mineral, Missoula, Powell, Granite, and Ravalli

*Wyoming:* All counties except Lincoln, Teton, Sublette, Uinta, and Sweetwater

*Colorado:* All counties except Moffat, Rio Blanco, Garfield, Mesa, Delta, Montrose, San Miguel, Ouray, Delores, San Juan, Montezuma, La Plata, and Archuleta

*North Dakota:* All counties

*South Dakota:* All counties

##### *Special Wage Area of Application (Counties)*

*Montana:* Broadwater, Jefferson, Lewis and Clark, Yellowstone, and Bighorn Counties

*Wyoming:* All counties except Lincoln, Teton, Sublette, Uinta, and Sweetwater

*Colorado:* Boulder, Chaffee, Clear Creek, Eagle, Fremont, Gilpin, Grand, Lake, Larimer, Park, Pitkin, Pueblo, and Summit

*Beginning month of survey:* August

#### THE MID-PACIFIC REGION

##### *Special Wage Survey Area (Counties)*

*California:* Shasta, Sacramento, Butte, San Francisco, Merced, Stanislaus



§ 532.285

*Special Wage Area of Application (Counties)*

*California:* Shasta, Sacramento, Fresno, Alameda, Tehoma, Tuolumne, Merced  
*Beginning month of survey:* October

GREEN SPRINGS POWER FIELD STATION

*Special Wage Survey Area (Counties)*

*Oregon:* Jackson

*Special Wage Area of Application (Counties)*

*Oregon:* Jackson  
*Beginning month of survey:* April

PACIFIC NW. REGION DRILL CREW

*Special Wage Survey Area (Counties)*

*Montana:* Flathead, Missoula  
*Oregon:* Lane, Bend, Medford, Umatilla, Multnomah  
*Utah:* Salt Lake  
*Idaho:* Ada, Canyon, Adams  
*Washington:* Spokane, Grant, Lincoln, Okanogan

*Special Wage Area of Application (Counties)*

*Oregon:* Deschutes, Jackson, Umatilla  
*Montana:* Missoula  
*Idaho:* Ada  
*Washington:* Grant, Lincoln, Douglas, Okanogan, Yakima  
*Beginning month of survey:* April

SNAKE RIVER AREA OFFICE (CENTRAL SNAKE/ MINIDOKA)

*Special Wage Survey Area (Counties)*

*Idaho:* Ada, Caribou, Bingham, Bannock

*Special Wage Area of Application (Counties)*

*Idaho:* Gem, Elmore, Bonneville, Minidoka, Boise, Valley, Power  
*Beginning month of survey:* April

HUNGRY HORSE PROJECT OFFICE

*Special Wage Survey Area (Counties)*

*Montana:* Flathead, Missoula, Cascade, Sanders, Lake  
*Idaho:* Bonner  
*Washington:* Pend Oreille

*Special Wage Area of Application (Counties)*

*Montana:* Flathead  
*Beginning month of survey:* March

GRAND COULEE POWER OFFICE (GRAND COULEE PROJECT OFFICE)

*Special Wage Survey Area (Counties)*

*Oregon:* Multnomah  
*Washington:* Spokane, King

5 CFR Ch. I (1–1–97 Edition)

*Special Wage Area of Application (Counties)*

*Washington:* Grant, Douglas, Lincoln, Okanogan  
*Beginning month of survey:* April

UPPER COLUMBIA AREA OFFICE (YAKIMA)

*Special Wage Survey Area (Counties)*

*Washington:* King, Yakima  
*Oregon:* Multnomah

*Special Wage Area of Application (Counties)*

*Washington:* Yakima  
*Oregon:* Umatilla  
*Beginning Month of Survey:* September

COLORADO RIVER STORAGE PROJECT AREA

*Special Wage Survey Area (Counties)*

*Arizona:* Apache, Coconino, Navajo  
*Colorado:* Moffat, Montrose, Routt, Gunnison, Rio Blanco, Mesa, Garfield, Eagle, Delta, Pitkin, San Miguel, Delores, Montezuma, La Plata, San Juan, Ouray, Archuleta, Hinsdale, Mineral  
*Wyoming:* Uinta, Sweetwater, Carbon, Albany, Laramie, Goshen, Platte, Niobrara, Converse, Natrona, Fremont, Sublette, Lincoln  
*Utah:* Beaver, Box Elder, Cache, Carbon, Daggett, Davis, Duchesne, Emery, Garfield, Grand, Iron, Juab, Kane, Millard, Morgan, Piute, Rich, Salt Lake, San Juan, Sanpete, Sevier, Summit, Tooele, Uintah, Utah, Wasatch, Washington, Wayne, Weber

*Special Survey Area of Application (Counties)*

*Arizona:* Coconino  
*Colorado:* Montrose, Gunnison, Mesa  
*Wyoming:* Lincoln  
*Utah:* Daggett  
*Beginning month of survey:* March

ELEPHANT BUTTE AREA

*Special Wage Survey Area (Counties)*

*New Mexico:* Grant, Hidalgo, Luna, Doña Ana, Otero, Eddy, Lea, Roosevelt, Chaves, Lincoln, Sierra, Socorro, Catron, Cibola, Valencia, Bernalillo, Torrance, Guadalupe, De Baca, Curry, Quay  
*Texas:* El Paso, Hudspeth, Culberson, Jeff Davis, Presido, Brewster, Pecos, Reeves, Loving, Ward, Winkler  
*Arizona:* Apache, Greenlee, Graham, Cochise

*Special Wage Area of Application (Counties)*

*New Mexico:* Sierra  
*Beginning month of survey:* June

LOWER COLORADO DAMS AREA

*Special Wage Survey Area (Counties)*

*Nevada:* Clark  
*California:* Los Angeles  
*Arizona:* Maricopa

## Office of Personnel Management

## Pt. 532, Subpt. B, App. A

### *Special Wage Area of Application (Counties)*

*Nevada:* Clark  
*California:* San Bernardino  
*Arizona:* Mohave  
*Beginning month of survey:* August

### YUMA PROJECTS AREA

### *Special Wage Survey Area (Counties)*

*California:* San Diego  
*Arizona:* Maricopa, Yuma

(NOTE: Bureau of Reclamation may add other survey counties for dredge operator supervisors because of the uniqueness of the occupation and difficulty in finding job matches.)

### *Special Wage Area of Application (Counties)*

*Arizona:* Yuma  
*Beginning month of survey:* November (Maintenance) and April (Dredging)

### BUREAU OF RECLAMATION, DENVER, CO, AREA

### *Special Wage Survey Area (Counties)*

*Colorado:* Jefferson, Denver, Adams, Arapahoe, Boulder, Larimer

### *Special Wage Survey Area of Application (Counties)*

*Colorado:* Jefferson  
*Beginning month of survey:* February

(e) These special schedule positions will be identified by pay plan code XE, grade 00, and the Federal Wage System occupational codes will be used. New employees shall be hired at step 1 of the position. With satisfactory or higher performance, advancement between

steps shall be automatic after 52 weeks of service.

(f) (1) In the first year of implementation, all special areas will have full-scale surveys.

(2) Current employees shall be placed in step 2 of the new special schedule, or, if their current rate of pay exceeds the rate for step 2, they shall be placed in step 3. Pay retention shall apply to any employee whose rate of basic pay would otherwise be reduced as a result of placement in these new special wage schedules.

(3) The waiting period for within-grade increases shall begin on the employee's first day under the new special schedule.

[60 FR 5310, Jan. 27, 1995]

## APPENDIX A TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF APPROPRIATED FUND REGULAR WAGE SURVEYS

This appendix shows the annual schedule of wage surveys. It lists all States alphabetically, each State being followed by an alphabetical listing of all wage areas in the State. Information given for each wage area includes—

(1) The lead agency responsible for conducting the survey;

(2) The month in which the survey will begin; and

(3) Whether full-scale surveys will be done in odd or even numbered fiscal years.

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
Alabama .....	Anniston-Gadsden .....	DoD	April .....	Even.
	Birmingham .....	DoD	January .....	Even.
	Dothan .....	DoD	July .....	Odd.
	Huntsville .....	DoD	April .....	Even.
Alaska .....	Alaska .....	DoD	July .....	Even.
Arizona .....	Northeastern Arizona .....	DoD	March .....	Odd.
	Phoenix .....	DoD	March .....	Odd.
	Tucson .....	DoD	March .....	Odd.
Arkansas .....	Little Rock .....	DoD	August .....	Even.
California .....	Fresno .....	DoD	February .....	Odd.
	Los Angeles .....	DoD	September .....	Even.
	Sacramento .....	DoD	February .....	Odd.
	Salinas-Monterey .....	DoD	February .....	Even.
	San Bernardino-Riverside-Ontario .....	DoD	September .....	Even.
	San Diego .....	DoD	September .....	Odd.
	San Francisco .....	DoD	September .....	Odd.
	Santa Barbara .....	DoD	September .....	Even.
	Stockton .....	DoD	February .....	Odd.
	Denver .....	DoD	January .....	Odd.
Colorado .....	Southern & Western Colorado .....	DoD	January .....	Even.
Connecticut .....	New Haven-Hartford .....	VA	April .....	Odd.
	New London .....	DoD	September .....	Even.
Delaware .....	Wilmington .....	DoD	November .....	Even.
District of Columbia .....	Washington, D.C .....	DoD	August .....	Odd.
Florida .....	Cocoa Beach-Melbourne .....	DoD	October .....	Even.

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
	Jacksonville .....	DoD	January .....	Odd.
	Miami .....	VA	January .....	Odd.
	Orlando .....	DoD	September .....	Odd.
	Panama City .....	DoD	September .....	Even.
	Pensacola .....	DoD	September .....	Odd.
	Tampa-St. Petersburg .....	VA	April .....	Even.
Georgia .....	Albany .....	DoD	August .....	Odd.
	Atlanta .....	DoD	May .....	Odd.
	Augusta .....	DoD	June .....	Odd.
	Columbus .....	DoD	August .....	Odd.
	Macon .....	DoD	June .....	Odd.
	Savannah .....	DoD	May .....	Odd.
Hawaii .....	Hawaii .....	DoD	June .....	Even.
Idaho .....	Boise .....	DoD	July .....	Odd.
Illinois .....	Champaign-Urbana .....	VA	September .....	Odd.
	Chicago .....	VA	September .....	Even.
Indiana .....	Bloomington-Bedford-Washington .....	DoD	October .....	Odd.
	Fort Wayne-Marion .....	DoD	October .....	Odd.
	Indianapolis .....	DoD	October .....	Odd.
Iowa .....	Cedar Rapids-Iowa City .....	VA	July .....	Even.
	Davenport-Rock Island-Moline .....	DoD	October .....	Even.
	Des Moines .....	VA	September .....	Odd.
	Dubuque .....	DoD	October .....	Even.
Kansas .....	Topeka .....	DoD	November .....	Even.
	Wichita .....	DoD	November .....	Even.
Kentucky .....	Lexington .....	DoD	February .....	Even.
	Louisville .....	DoD	February .....	Odd.
Louisiana .....	Lake Charles-Alexandria .....	DoD	April .....	Even.
	New Orleans .....	DoD	November .....	Odd.
	Shreveport .....	DoD	May .....	Even.
Maine .....	Augusta <sup>1</sup> .....	VA	May .....	Even.
	Central and Northern Maine .....	DoD	June .....	Even.
	Portland .....	DoD	May .....	Odd.
Maryland .....	Baltimore .....	DoD	September .....	Odd.
	Hagerstown-Martinsburg-Chambersburg .....	DoD	January .....	Even.
Massachusetts .....	Boston .....	VA	August .....	Even.
	Central and Western Massachusetts .....	DoD	June .....	Even.
Michigan .....	Detroit .....	DoD	January .....	Odd.
	Northwestern Michigan .....	DoD	August .....	Odd.
	Southwestern Michigan <sup>1</sup> .....	VA	October .....	Odd.
Minnesota .....	Duluth .....	DoD	June .....	Odd.
	Minneapolis-St. Paul .....	VA	March .....	Odd.
Mississippi .....	Biloxi .....	DoD	November .....	Even.
	Northern Mississippi .....	DoD	February .....	Even.
	Jackson .....	DoD	February .....	Odd.
	Meridian .....	DoD	February .....	Odd.
Missouri .....	Kansas City .....	DoD	October .....	Odd.
	St. Louis .....	DoD	October .....	Odd.
	Southern Missouri .....	DoD	October .....	Odd.
Montana .....	Montana .....	DoD	July .....	Even.
Nebraska .....	Omaha .....	DoD	October .....	Odd.
Nevada .....	Las Vegas .....	DoD	September .....	Even.
	Reno .....	DoD	March .....	Even.
New Hampshire .....	Portsmouth .....	DoD	September .....	Even.
New Mexico .....	Albuquerque .....	DoD	April .....	Odd.
New York .....	Albany-Schenectady-Troy .....	DoD	March .....	Odd.
	Buffalo <sup>1</sup> .....	DoD	September .....	Odd.
	Newburg .....	DoD	March .....	Even.
	New York .....	VA	January .....	Even.
	Northern New York .....	DoD	March .....	Odd.
	Rochester .....	VA	February .....	Even.
	Syracuse-Utica-Rome .....	DoD	March .....	Even.
North Carolina .....	Asheville .....	VA	June .....	Even.
	Central North Carolina .....	DoD	May .....	Even.
	Charlotte .....	VA	August .....	Odd.
	Southeastern North Carolina .....	DoD	January .....	Odd.
North Dakota .....	North Dakota .....	DoD	March .....	Even.
Ohio .....	Cincinnati .....	VA	January .....	Odd.
	Cleveland .....	VA	April .....	Odd.
	Columbus .....	DoD	January .....	Odd.
	Dayton .....	DoD	January .....	Even.
Oklahoma .....	Oklahoma City .....	DoD	August .....	Odd.

## Office of Personnel Management

## Pt. 532, Subpt. B, App. B

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
Oregon .....	Tulsa .....	DoD	August .....	Odd.
	Portland .....	DoD	August .....	Odd.
	Southwestern Oregon .....	VA	June .....	Even.
Pennsylvania .....	Harrisburg .....	DoD	January .....	Even.
	Philadelphia .....	DoD	October .....	Even.
	Pittsburgh .....	VA	July .....	Odd.
	Scranton-Wilkes-Barre .....	DoD	August .....	Odd.
Puerto Rico .....	Puerto Rico .....	DoD	July .....	Odd.
Rhode Island .....	Narragansett Bay .....	DoD	January .....	Odd.
South Carolina .....	Charleston .....	DoD	July .....	Even.
	Columbia .....	DoD	May .....	Even.
South Dakota .....	Eastern South Dakota .....	DoD	October .....	Even.
Tennessee .....	Eastern Tennessee .....	VA	February .....	Odd.
	Memphis .....	DoD	February .....	Even.
	Nashville .....	DoD	February .....	Even.
Texas .....	Austin .....	DoD	June .....	Even.
	Corpus Christi .....	DoD	June .....	Even.
	Dallas-Fort Worth .....	DoD	October .....	Odd.
	El Paso .....	DoD	April .....	Even.
	Houston-Galveston-Texas City .....	VA	March .....	Even.
	San Antonio .....	DoD	June .....	Odd.
	Texarkana .....	DoD	April .....	Odd.
	Waco .....	DoD	May .....	Odd.
	Western Texas .....	DoD	May .....	Odd.
	Wichita Falls-Southwestern Oklahoma ...	DoD	August .....	Even.
Utah .....	Utah .....	DoD	July .....	Odd.
Virginia .....	Norfolk-Portsmouth-Newport News-Hampton.	DoD	May .....	Even.
	Richmond .....	DoD	November .....	Odd.
	Roanoke .....	VA	November .....	Even.
Washington .....	Seattle-Everett-Tacoma .....	DoD	September .....	Even.
	Southeastern Washington-Eastern Oregon.	DoD	June .....	Odd.
	Spokane .....	DoD	July .....	Odd.
West Virginia .....	West Virginia .....	DoD	March .....	Odd.
Wisconsin .....	Madison .....	DoD	July .....	Even.
	Milwaukee .....	VA	June .....	Odd.
	Southwestern Wisconsin .....	DoD	June .....	Even.
Wyoming .....	Wyoming .....	DoD	January .....	Even.

<sup>1</sup> The revised fiscal year entries are scheduled to begin for Augusta, Maine, in fiscal year 1996; for Buffalo, New York, and Southwestern Michigan in fiscal year 1997; and for Eastern South Dakota in fiscal year 1998.

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting appendix A to subpart B of part 532, see the List of CFR Sections Affected in the Finding Aids section of this volume.

**APPENDIX B TO SUBPART B OF PART 532—  
NATIONWIDE SCHEDULE OF NONAPPROPRIATED FUND REGULAR WAGE SURVEYS**

This appendix shows the annual schedule of NAF wage surveys. It lists all States al-

phabetically, each State being followed by an alphabetical listing of all wage areas in the State. Information given for each wage area includes—

- (1) The lead agency responsible for conducting the survey;
- (2) The month in which the survey will begin; and
- (3) Whether full-scale surveys will be conducted in odd or even numbered fiscal years.

State	Wage area	Beginning month of survey	Fiscal year of full-scale survey odd or even
Alabama .....	Calhoun .....	April .....	Even.
	Madison .....	April .....	Even.
	Montgomery .....	August .....	Odd.
Alaska .....	Anchorage .....	July .....	Even.
Arizona .....	Maricopa .....	March .....	Odd.
	Pima .....	March .....	Odd.
	Yuma .....	October .....	Even.

State	Wage area	Beginning month of survey	Fiscal year of full-scale survey odd or even
Arkansas .....	Pulaski .....	August .....	Odd.
California .....	Alameda-Contra Costa .....	September .....	Odd.
	Kern .....	February .....	Odd.
	Los Angeles .....	September .....	Even.
	Monterey .....	February .....	Odd.
	Orange .....	September .....	Even.
	Riverside .....	October .....	Odd.
	Sacramento .....	February .....	Odd.
	San Bernardino .....	October .....	Odd.
	San Diego .....	September .....	Odd.
	San Francisco .....	September .....	Odd.
	Santa Barbara .....	September .....	Even.
	Solano .....	September .....	Odd.
	Ventura .....	September .....	Even.
Colorado .....	Adams-Denver .....	January .....	Even.
	El Paso .....	January .....	Even.
Connecticut .....	New London .....	September .....	Even.
Delaware .....	Kent .....	November .....	Even.
District of Columbia .....	Washington, DC .....	August .....	Even.
Florida .....	Bay .....	September .....	Odd.
	Brevard .....	October .....	Even.
	Dade .....	January .....	Odd.
	Duval .....	January .....	Odd.
	Escambia .....	September .....	Odd.
	Hillsborough .....	July .....	Even.
	Monroe .....	January .....	Odd.
	Okaloosa .....	September .....	Odd.
	Orange .....	October .....	Even.
Georgia .....	Chatham .....	June .....	Odd.
	Clayton-Cobb-Fulton .....	June .....	Odd.
	Columbus .....	August .....	Odd.
	Dougherty .....	August .....	Odd.
	Houston .....	June .....	Odd.
	Lowndes .....	August .....	Odd.
	Richmond .....	June .....	Odd.
Guam .....	Guam .....	September .....	Even.
Hawaii .....	Honolulu .....	May .....	Even.
Idaho .....	Ada-Elmore .....	July .....	Odd.
Illinois .....	Lake .....	October .....	Odd.
	Rock Island .....	October .....	Even.
	St. Clair .....	November .....	Odd.
Indiana .....			
Kansas .....	Leavenworth/Jackson-Johnson .....	November .....	Odd.
	Sedgwick .....	November .....	Odd.
Kentucky .....	Christian-Montgomery .....	February .....	Even.
	Hardin-Jefferson .....	February .....	Even.
Louisiana .....	Bossier-Caddo .....	May .....	Odd.
	Orleans .....	February .....	Odd.
	Rapides .....	May .....	Odd.
Maine .....	Cumberland .....	May .....	Odd.
	York .....	September .....	Even.
Maryland .....	Anne Arundel .....	October .....	Odd.
	Charles-St. Marys .....	August .....	Even.
	Harford .....	October .....	Odd.
	Montgomery-Prince Georges .....	August .....	Even.
	Washington .....	January .....	Even.
Massachusetts .....	Hampden .....	July .....	Odd.
	Middlesex .....	September .....	Even.
Michigan .....	Macomb .....	January .....	Odd.
Minnesota .....	Hennepin .....	March .....	Odd.
Mississippi .....	Harrison .....	October .....	Even.
	Lauderdale .....	February .....	Odd.
	Lowndes .....	February .....	Odd.
Montana .....	Cascade .....	July .....	Odd.
Nebraska .....	Douglas-Sarpy .....	October .....	Odd.
Nevada .....	Churchill-Washoe .....	March .....	Odd.
	Clark .....	October .....	Odd.
New Jersey .....	Burlington .....	October .....	Even.
	Monmouth .....	January .....	Even.
	Morris .....	August .....	Odd.
New Mexico .....	Bernalillo .....	April .....	Odd.
	Dona Ana .....	April .....	Odd.

## Office of Personnel Management

## Pt. 532, Subpt. B, App. C

State	Wage area	Beginning month of survey	Fiscal year of full-scale survey odd or even
New York .....	Kings-Queens .....	January .....	Even.
	Niagara .....	January .....	Odd.
	Jefferson .....	March .....	Even.
	Orange .....	March .....	Even.
North Carolina .....	Craven .....	January .....	Odd.
	Cumberland .....	May .....	Even.
	Onslow .....	May .....	Odd.
	Wayne .....	May .....	Even.
North Dakota .....	Grand Forks .....	March .....	Odd.
	Ward .....	March .....	Odd.
Ohio .....	Greene-Montgomery .....	January .....	Odd.
Oklahoma .....	Comanche .....	August .....	Even.
	Oklahoma .....	August .....	Odd.
Pennsylvania .....	Allegheny .....	August .....	Odd.
	Montgomery .....	October .....	Even.
	Cumberland .....	May .....	Even.
	Franklin .....	January .....	Even.
	Lebanon .....	January .....	Even.
	York .....	May .....	Even.
Puerto Rico .....	Guaynabo-San Juan .....	July .....	Odd.
Rhode Island .....	Newport .....	January .....	Odd.
South Carolina .....	Charleston .....	July .....	Even.
	Richland .....	May .....	Even.
South Dakota .....	Pennington .....	January .....	Even.
Tennessee .....	Shelby .....	February .....	Even.
Texas .....	Bell .....	June .....	Odd.
	Bexar .....	June .....	Even.
	Dallas .....	November .....	Odd.
	El Paso .....	April .....	Odd.
	Lubbock .....	June .....	Odd.
	McLennan .....	May .....	Odd.
	Nueces .....	June .....	Even.
	Tarrant .....	November .....	Odd.
	Taylor .....	June .....	Odd.
	Tom Green .....	June .....	Odd.
	Wichita .....	August .....	Even.
Utah .....	Davis-Salt Lake-Weber .....	March .....	Odd.
Virginia .....	Alexandria-Arlington-Fairfax .....	August .....	Even.
	Chesterfield-Richmond .....	November .....	Even.
	Hampton-Newport News .....	May .....	Even.
	Norfolk-Portsmouth-Virginia Beach .....	May .....	Even.
	Prince William .....	August .....	Even.
Washington .....	King .....	July .....	Even.
	Kitsap .....	September .....	Even.
	Pierce .....	August .....	Even.
	Spokane .....	July .....	Odd.
Wyoming .....	Laramie .....	January .....	Even.

<sup>1</sup>The revised fiscal year entries are scheduled to begin for Augusta, Maine, in fiscal year 1996; for Buffalo, New York, and Southwestern Michigan in fiscal year 1997; and for Eastern South Dakota in fiscal year 1998.

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting appendix B to subpart B of part 532, see the List of CFR Sections Affected in the Finding Aids section of this volume.

#### APPENDIX C TO SUBPART B OF PART 532— APPROPRIATED FUND WAGE AND SURVEY AREAS

This appendix lists the wage area definitions for appropriated fund employees. With a few exceptions, each area is defined in terms of county units, independent cities, or, in the New England States, of entire township or city units. Each wage area definition consists of:

(1) *Wage area title.* Wage areas usually carry the title of the principal city in the

area. Sometimes, however, the area title reflects a broader geographic area, such as Wyoming or Eastern Tennessee.

(2) *Survey area definition.* Lists each county, independent city, or township in the survey area.

(3) *Area of application definition.* Lists each county, independent city, or township which, in addition to the survey area, is in the area of application.

**Pt. 532, Subpt. B, App. C**

**5 CFR Ch. I (1–1–97 Edition)**

DEFINITIONS OF WAGE AND WAGE SURVEY  
AREAS

HUNTSVILLE

*Survey area*

ALABAMA

Alabama:  
Limestone  
Madison  
Marshall  
Morgan

ANNISTON-GADSDEN

*Survey Area*

*Area of Application. Survey area plus:*

Alabama:  
Calhoun  
Etowah  
Talladega

*Area of Application. Survey area plus:*

Alabama:  
Colbert  
Franklin  
Jackson  
Lauderdale  
Lawrence  
Marion  
Winston  
Tennessee:  
Franklin  
Giles  
Lawrence  
Lincoln  
Moore  
Wayne

Alabama:  
Cherokee  
Clay  
Cleburne  
De Kalb  
Randolph

BIRMINGHAM

*Survey area*

ALASKA

*Survey area*

Alabama:  
Jefferson  
St. Clair  
Shelby  
Tuscaloosa  
Walker

*Area of Application. Survey area plus:*

Alaska:  
Anchorage  
Fairbanks  
Juneau (and the areas within a 24-kilo-  
meter (15-mile) radius of their corporate  
city limits)  
Area of Application. State of Alaska (except  
special area schedules).

Alabama:  
Bibb  
Blount  
Cullman  
Fayette  
Greene  
Hale  
Lamar  
Marengo  
Perry  
Pickens

ARIZONA

NORTHEASTERN ARIZONA

*Survey Area*

DOTHAN

*Survey area*

Arizona:  
Apache  
Coconino  
Navajo  
New Mexico:  
McKinley  
San Juan

*Area of Application. Survey area plus:*

Alabama:  
Dale  
Houston  
Georgia:  
Early

*Area of Application. Survey area plus:*

Colorado:  
La Plata  
Montezuma

Utah:  
Kane  
San Juan (Does not include the  
Canyonlands National Park portion.)

Alabama:  
Barbour  
Coffee  
Geneva  
Henry  
Georgia:  
Clay  
Miller  
Seminole

PHOENIX

*Survey area*

Arizona:  
Gila  
Maricopa

Office of Personnel Management

Pt. 532, Subpt. B, App. C

*Area of Application. Survey area plus:*

Arizona:  
Pinal  
Yavapai

TUCSON

*Survey area*

Arizona:  
Pima

*Area of Application. Survey area plus:*

Arizona:  
Cochise  
Graham  
Greenlee  
Santa Cruz

ARKANSAS

LITTLE ROCK

*Survey Area*

Arkansas:  
Jefferson  
Pulaski  
Saline

*Area of Application. Survey area plus:*

Arkansas:  
Arkansas  
Ashley  
Baxter  
Boone  
Bradley  
Calhoun  
Chicot  
Clay  
Clark  
Cleburne  
Cleveland  
Conway  
Crawford  
Dallas  
Desha  
Drew  
Faulkner  
Franklin  
Fulton  
Garland  
Grant  
Greene  
Hot Spring  
Independence  
Izard  
Jackson  
Johnson  
Lawrence  
Lincoln  
Logan  
Lonoke  
Madison  
Marion  
Monroe  
Montgomery  
Newton  
Ouachita

Perry  
Phillips  
Pike  
Polk  
Pope  
Prairie  
Randolph  
Scott  
Searcy  
Sebastian  
Sharp  
Stone  
Union  
Van Buren  
White  
Woodruff  
Yell

CALIFORNIA:

FRESNO

*Survey area*

California:  
Fresno  
Kings  
Tulare

*Area of Application. Survey area plus:*

California:  
Kern (Does not include China Lake Naval Weapons Center, Edwards Air Force Base and portions occupied by Federal activities at Boron (City).)  
Madera (Does not include Devils Postpile National Monument portion.)  
Mariposa  
Merced  
Tuolumne (Only includes Yosemite National Park portion.)

LOS ANGELES

*Survey area*

California:  
Los Angeles

*Area of Application. Survey area plus:*

California:  
Inyo  
Kern (Only includes the China Lake Naval Weapons Center, Edwards Air Force Base and portions occupied by Federal activities at Boron (City).)  
Orange  
Riverside (only includes the Joshua Tree National Monument portion.)  
San Bernardino (All of San Bernardino County except that portion occupied by, and south and west of the Angeles and San Bernardino National Forests.)  
Ventura

SACRAMENTO

*Survey area*

California:



Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Placer  
Sacramento  
Sutter  
Yolo  
Yuba

*Area of Application. Survey area plus:*

California:  
Alpine  
Amador  
Butte  
Colusa  
Del Norte  
El Dorado  
Glenn  
Humboldt  
Lake  
Modoc  
Nevada  
Plumas  
Shasta  
Sierra  
Siskiyou  
Tehama  
Trinity

SALINAS-MONTEREY

*Survey area*

California:  
Monterey

*Area of Application. Survey area plus:*

California:  
San Benito

SAN BERNARDINO-RIVERSIDE-ONTARIO

*Survey area*

California:  
Riverside (Does not include the Joshua Tree National Monument portion.)  
San Bernardino (Only that portion occupied by, and south and west of the Angeles and San Bernardino National Forests.)

*Area of Application. Survey area.*

SAN DIEGO

*Survey area*

California:  
San Diego

*Area of Application. Survey area plus:*

California:  
Imperial  
Arizona:  
La Paz  
Yuma

SAN FRANCISCO

*Survey area*

California:

Alameda  
Contra Costa  
Marin  
Napa  
San Francisco  
San Mateo  
Santa Clara  
Solano

*Area of Application. Survey area plus:*

California:  
Mendocino  
Santa Cruz  
Sonoma

SANTA BARBARA

*Survey area*

California:  
Santa Barbara

*Area of Application. Survey area plus:*

California:  
San Luis Obispo

STOCKTON

*Survey area*

California:  
San Joaquin

*Area of Application. Survey area plus:*

California:  
Calaveras  
Stanislaus  
Tuolumne (Does not include the Yosemite National Park portion.)

COLORADO

DENVER

*Survey area*

Colorado:  
Adams  
Arapahoe  
Boulder  
Denver  
Douglas  
Gilpin  
Jefferson

*Area of Application. Survey area plus:*

Colorado:  
Clear Creek  
Elbert  
Grand  
Jackson  
Larimer  
Logan  
Morgan  
Park  
Phillips  
Sedgwick  
Summit  
Washington

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Weld  
Yuma

SOUTHERN AND WESTERN COLORADO

*Survey area*

Colorado:  
El Paso  
Pueblo  
Teller

*Area of Application.* Survey area plus:

Colorado:  
Alamosa  
Archuleta  
Baca  
Bent  
Chaffee  
Cheyenne  
Conejos  
Costilla  
Crowley  
Custer  
Delta  
Dolores  
Eagle  
Fremont  
Garfield  
Gunnison  
Hinsdale  
Huerfano  
Kiowa  
Kit Carson  
Lake  
Las Animas  
Lincoln  
Mesa  
Mineral  
Montrose  
Otero  
Ouray  
Pitkin  
Prowers  
Rio Blanco  
Rio Grande  
Routt  
Saguache  
San Juan  
San Miguel

CONNECTICUT

NEW HAVEN—HARTFORD

*Survey Area*

Connecticut:  
The following cities and towns in:  
*Fairfield County*  
Stratford  
*Hartford County*  
Bloomfield  
East Granby  
East Hartford  
East Windsor  
Enfield  
Glastonbury  
Hartford

Manchester  
Newington  
Rocky Hill  
Suffield  
West Hartford  
Wethersfield  
Windsor  
Windsor Locks  
*Middlesex County*  
Cromwell  
Middletown  
*New Haven County*  
Branford  
East Haven  
Hamden  
Meriden  
Milford  
New Haven  
North Branford  
North Haven  
Orange  
Wallingford  
West Haven

*Area of application.* Survey area plus:

Connecticut:  
Fairfield County (nonsurvey area part)  
Hartford County (nonsurvey area part)  
Litchfield County  
Middlesex County (nonsurvey area part except Old Saybrook)  
New Haven County (nonsurvey area part)  
Tolland County (except Somers and Somersville)

NEW LONDON

*Survey Area*

Connecticut:  
The following cities and towns in:  
*Middlesex County*  
Old Saybrook  
*New London County*  
Baltic  
Bozrah  
East Lyme  
Gales Ferry  
Groton  
Hanover  
Jewett City  
Ledyard  
Lisbon  
Lyme  
Montville  
Mystic  
New London  
Noank  
Norwich  
Oakdale  
Old Mystic  
Old Lyme  
Pawcatuck  
Poquonock Bridge  
Preston  
Quaker Hill  
Stonington  
Submarine Base

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Uncasville  
Versailles  
Waterford  
West Mystic  
Rhode Island:  
The following cities and towns in:  
*Washington County*  
Hopkinton  
Westerly

*Area of application.* Survey area plus:

Connecticut:  
New London (nonsurvey area part)  
Windham

DELAWARE

WILMINGTON

*Survey Area*

Delaware:  
Kent  
New Castle

Maryland:  
Cecil

New Jersey:  
Salem

*Area of Application.* Survey area plus:

Delaware:  
Sussex  
Maryland:  
Caroline  
Dorchester  
Kent  
Queen Annes  
Somerset  
Talbot  
Wicomico  
Worcester (Does not include the  
Assateague Island portion.)

DISTRICT OF COLUMBIA, WASHINGTON, DC

*Survey Area*

District of Columbia:  
Washington, D.C.

Maryland:  
Charles  
Federick  
Montgomery  
Prince George's

Virginia (cities):  
Alexandria  
Fairfax  
Falls Church  
Manassas  
Manassas Park

Virginia (counties):  
Arlington  
Fairfax  
Loudoun  
Prince William

*Area of Application.* Survey area plus:

Maryland:

Calvert  
St. Mary's  
Virginia:  
Fauquier  
King George  
Stafford

FLORIDA

COCOA BEACH-MELBOURNE

*Survey Area*

Florida:  
Brevard

*Area of Application.* Survey area plus:

Florida:  
Indian River

JACKSONVILLE

*Survey Area*

Florida:  
Alachua  
Baker  
Clay  
Duval  
Nassau  
St. Johns

*Area of Application.* Survey area plus:

Florida:  
Bradford  
Citrus  
Columbia  
Dixie  
Flagler  
Gilchrist  
Hamilton  
Lafayette  
Lake  
Levy  
Madison  
Marion  
Putnam  
Sumter  
Suwannee  
Taylor  
Union  
Georgia:  
Brantley  
Camden  
Charlton  
Glynn  
Pierce

MIAMI

*Survey Area*

Florida:  
Dade

*Area of Application.* Survey area plus:

Florida:  
Broward  
Collier

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Glades  
Hendry  
Highlands  
Martin  
Monroe  
Okeechobee  
Palm Beach  
St. Lucie

ORLANDO

*Survey Area*

Florida:  
Orange  
Osceola  
Seminole

*Area of Application. Survey area plus:*

Florida:  
Volusia

PANAMA CITY

*Survey Area*

Florida:  
Bay  
Gulf

*Area of Application. Survey area plus:*

Florida:  
Calhoun  
Franklin  
Gadsden  
Holmes  
Jackson  
Jefferson  
Leon  
Liberty  
Wakulla  
Washington

PENSACOLA

*Survey Area*

Florida:  
Escambia  
Santa Rosa

*Area of Application. Survey area plus:*

Florida  
Okaloosa  
Walton

Alabama:  
Baldwin  
Clarke  
Conecuh  
Covington  
Escambia  
Mobile  
Monroe  
Washington

TAMPA-ST. PETERSBURG

*Survey Area*

Florida:

Hillsborough  
Pasco  
Pinellas

*Area of Application. Survey area plus:*

Florida:  
Charlotte  
De Soto  
Hardee  
Hernando  
Lee  
Manatee  
Polk  
Sarasota

GEORGIA

ALBANY

*Survey Area*

Georgia:  
Colquitt  
Dougherty  
Lee  
Mitchell  
Worth

*Area of Application. Survey area plus:*

GEORGIA:

Atkinson  
Baker  
Ben Hill  
Berrien  
Brooks  
Calhoun  
Clinch  
Coffee  
Cook  
Decatur  
Echols  
Grady  
Irwin  
Lanier  
Lowndes  
Randolph  
Sumter  
Terrell  
Thomas  
Tift  
Turner  
Ware

ATLANTA

*Survey Area*

Georgia:  
Butts  
Cherokee  
Clayton  
Cobb  
De Kalb  
Douglas  
Fayette  
Forsyth  
Fulton  
Gwinnett

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Henry  
Newton  
Paulding  
Rockdale  
Walton

*Area of Application. Survey area plus:*

Georgia:  
Banks  
Barrow  
Bartow  
Carroll  
Chattooga  
Clarke  
Coweta  
Dawson  
Fannin  
Floyd  
Franklin  
Gilmer  
Gordon  
Greene  
Habersham  
Hall  
Haralson  
Heard  
Jackson  
Lumpkin  
Madison  
Morgan  
Murray  
Oconee  
Oglethorpe  
Pickens  
Pike  
Polk  
Rabun  
Spalding  
Stephens  
Towns  
Union  
White  
Whitfield

AUGUSTA

*Survey Area*

Georgia:  
Columbia  
McDuffie  
Richmond  
South Carolina:  
Aiken

*Area of Application. Survey area plus:*

Georgia:  
Burke  
Elbert  
Emanuel  
Glascocock  
Hart  
Jefferson  
Jenkins  
Lincoln  
Taliaferro  
Warren

Wilkes  
South Carolina:  
Allendale  
Bamberg  
Barnwell  
Edgefield  
McCormick

COLUMBUS

*Survey Area*

Georgia (Counties):  
Chattahoochee  
Georgia (Consolidated government):  
Columbus  
Alabama:  
Autaugo  
Elmore  
Lee  
Macon  
Montgomery  
Russell

*Area of Application. Survey area plus:*

Georgia:  
Harris  
Marion  
Meriwether  
Quitman  
Schley  
Stewart  
Talbot  
Taylor  
Troup  
Webster  
Alabama:  
Bullock  
Butler  
Chambers  
Chilton  
Coosa  
Crenshaw  
Dallas  
Lowndes  
Pike  
Tallapoosa  
Wilcox

MACON

*Survey area*

Georgia:  
Bibb  
Houston  
Jones  
Laurens  
Twiggs  
Wilkinson

*Area of Application. Survey area plus:*

Georgia:  
Baldwin  
Bleckley  
Crawford  
Crisp  
Dodge

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Dooly  
Hancock  
Jasper  
Johnson  
Lamar  
Macon  
Monroe  
Montgomery  
Peach  
Pulaski  
Putnam  
Telfair  
Treutlen  
Upton  
Washington  
Wheeler  
Wilcox

SAVANNAH

*Survey Area*

Georgia:  
Bryan  
Chatham  
Effingham  
Liberty

*Area of Application. Survey area plus:*

Georgia:  
Appling  
Bacon  
Bulloch  
Candler  
Evans  
Jeff Davis  
Long  
McIntosh  
Screven  
Tattnall  
Toombs  
Wayne

South Carolina:  
Beaufort (The portion south of Broad  
River.)  
Hampton  
Jasper

HAWAII

*Survey area*

Hawaii:  
Honolulu

*Area of Application. Survey area plus:*

Hawaii:  
Hawaii  
Kauai (Kauai county includes the islands  
of Kauai and Niihau.)  
Maui (Maui county includes the islands of  
Maui, Molokai, Lanai and Kohoolawe.)

IDAHO

BOISE

*Survey Area*

Idaho:

Ada  
Boise  
Canyon  
Elmore  
Gem

*Area of Application. Survey area plus:*

Idaho:  
Adams  
Bannock  
Bear Lake  
Bingham  
Blaine  
Bonneville  
Butte  
Camas  
Caribou  
Cassia  
Clark  
Custer  
Franklin  
Fremont  
Gooding  
Jefferson  
Jerome  
Lemhi  
Lincoln  
Madison  
Minidoka  
Oneida  
Owyhee  
Payette  
Power  
Teton  
Twin Falls  
Valley  
Washington

ILLINOIS

CHAMPAIGN-URBANA

*Survey area*

Illinois:  
Champaign  
Menard  
Sangamon  
Vermilion

*Area of Application. Survey area plus:*

Illinois:  
Christian  
Clark  
Coles  
Crawford  
Cumberland  
De Witt  
Douglas  
Edgar  
Ford  
Jasper  
Logan  
McLean  
Macon  
Moultrie  
Piatt  
Shelby

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

CHICAGO

*Survey area*

Illinois:  
Cook  
Du Page  
Kane  
Lake  
McHenry  
Will

*Area of Application. Survey area plus:*

Illinois:  
Boone  
De Kalb  
Grundy  
Iroquois  
Kankakee  
Kendall  
La Salle  
Lee  
Livingston  
Ogle  
Stephenson  
Winnebago

Indiana:  
Benton  
Jasper  
Lake  
La Porte  
Newton  
Porter  
Pulaski  
Starke

INDIANA

BLOOMINGTON-BEDFORD-WASHINGTON

*Survey area*

Indiana:  
Daviess  
Greene  
Knox  
Lawrence  
Martin  
Monroe  
Orange

*Area of Application. Survey area plus:*

Indiana:  
Brown  
Brawford  
Dubois  
Gibson  
Jackson  
Owen  
Perry  
Pike  
Posey  
Spencer  
Vanderburgh  
Warrick  
Washington  
Illinois:  
Edwards

Gallatin  
Hardin  
Lawrence  
Richland  
Wabash  
White  
Kentucky:  
Crittenden  
Daviess  
Hancock  
Henderson  
Livingston  
McLean  
Ohio  
Union  
Webster

FT. WAYNE-MARION

*Survey area*

Indiana:  
Adams  
Allen  
DeKalb  
Grant  
Huntington  
Wells

*Area of Application. Survey area plus:*

Indiana:  
Blackford  
Carroll  
Cass  
Elkhart  
Fulton  
Howard  
Jay  
Kosciusko  
Lagrange  
Marshall  
Miami  
Noble  
St. Joseph  
Steuben  
Wabash  
White  
Whitley  
Ohio:  
Allen  
Defiance  
Fulton  
Henry  
Mercer  
Paulding  
Putnam  
Van Wert  
Williams

INDIANAPOLIS

*Survey area*

Indiana:  
Boone  
Hamilton  
Hancock  
Hendricks  
Johnson

Office of Personnel Management

Marion  
Morgan  
Shelby

*Area of Application. Survey area plus:*

Indiana:  
Bartholomew  
Clay  
Clinton  
Decatur  
Delaware  
Fayette  
Fountain  
Henry  
Madison  
Montgomery  
Parke  
Putnam  
Rush  
Sullivan  
Tippecanoe  
Tipton  
Vermillion  
Vigo  
Warren

IOWA

CEDAR RAPIDS-IOWA CITY

*Survey area*

Iowa:  
Benton  
Black Hawk  
Johnson  
Linn

*Area of Application. Survey area plus:*

Iowa:  
Allamakee  
Bremer  
Buchanan  
Butler  
Cedar  
Chickasaw  
Clayton  
Davis  
Delaware  
Fayette  
Floyd  
Grundy  
Henry  
Howard  
Iowa  
Jefferson  
Jones  
Keokuk  
Mitchell  
Tama  
Van Buren  
Wapello  
Washington  
Winneshiek

Pt. 532, Subpt. B, App. C

DAVENPORT-ROCK ISLAND-MOLINE

*Survey area*

Iowa:  
Scott  
Illinois:  
Henry  
Rock Island

*Area of Application. Survey area plus:*

Iowa:  
Des Moines  
Lee  
Louisa  
Muscatine  
Illinois:  
Adams  
Brown  
Bureau  
Cass  
Fulton  
Hancock  
Henderson  
Knox  
McDonough  
Marshall  
Mason  
Mercer  
Peoria  
Putnam  
Schuyler  
Stark  
Tazewell  
Warren  
Woodford

DES MOINES

*Survey area*

Iowa:  
Polk  
Story  
Warren

*Area of Application. Survey area plus:*

Iowa:  
Adair  
Appanoose  
Boone  
Calhoun  
Carroll  
Cerro Gordo  
Clarke  
Dallas  
Decatur  
Franklin  
Greene  
Guthrie  
Hamilton  
Hancock  
Hardin  
Humboldt  
Jasper  
Kossuth  
Lucas  
Madison



Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Mahaska  
Marion  
Marshall  
Monroe  
Poweshiek  
Ringgold  
Union  
Wayne  
Webster  
Winnebago  
Worth  
Wright

DUBUQUE

*Survey area*

Iowa:  
Clinton  
Dubuque  
Jackson  
Illinois:  
Carroll  
Jo Daviess  
Whiteside

*Area of Application. Survey area.*

KANSAS:

TOPEKA

*Survey area*

Kansas:  
Geary  
Jefferson  
Osage  
Shawnee

*Area of Application. Survey area plus:*

Kansas:  
Brown  
Clay  
Cloud  
Coffey  
Dickinson  
Jackson  
Lyon  
Marshall  
Morris  
Nemaha  
Ottawa  
Pottawatomie  
Republic  
Riley  
Saline  
Webb  
Washington

WICHITA

*Survey area*

Kansas:  
Butler  
Sedgwick

*Area of Application. Survey area plus:*

Kansas:

Barber  
Barton  
Chase  
Chautauqua  
Cheyenne  
Clark  
Comanche  
Cowley  
Decatur  
Edwards  
Elk  
Ellis  
Ellsworth  
Finney  
Ford  
Gove  
Graham  
Grant  
Gray  
Greeley  
Greenwood  
Hamilton  
Harper  
Harvey  
Haskell  
Hodgeman  
Jewell  
Kearny  
Kingman  
Kiowa  
Labette  
Lane  
Lincoln  
Logan  
McPherson  
Marion  
Meade  
Mitchell  
Montgomery  
Morton  
Neosho  
Ness  
Norton  
Osborne  
Pawnee  
Phillips  
Pratt  
Rawlins  
Reno  
Rice  
Rooks  
Rush  
Russell  
Scott  
Seward  
Sheridan  
Sherman  
Smith  
Stafford  
Stanton  
Stevens  
Summer  
Thomas  
Trego  
Wallace  
Wichita  
Wilson

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Woodson

KENTUCKY

LEXINGTON

*Survey area*

Kentucky:

Bourbon

Clark

Fayette

Jessamine

Madison

Scott

Woodford

*Area of Application. Survey area plus:*

Kentucky:

Anderson

Bath

Bell

Boyle

Breathitt

Casey

Clay

Estill

Fleming

Franklin

Garrard

Green

Harrison

Jackson

Knott

Knox

Laurel

Lee

Leslie

Lincoln

McCreary

Marion

Menifee

Mercer

Montgomery

Morgan

Nicholas

Owen

Owsley

Perry

Powell

Pulaski

Robertson

Rockcastle

Rowan

Taylor

Washington

Wayne

Whitley

Wolfe

LOUISVILLE

*Survey area*

Kentucky:

Bullitt

Hardin

Jefferson

Oldham

Indiana:

Clark

Floyd

Jefferson

*Area of Application. Survey area plus:*

Kentucky:

Breckinridge

Grayson

Hart

Henry

Larue

Meade

Nelson

Shelby

Spencer

Trimble

Indiana:

Harrison

Jennings

Scott

LOUISIANA

LAKE CHARLES-ALEXANDRIA

*Survey area*

Louisiana:

Allen

Beauregard

Calcasieu

Grant

Rapides

Sabine

Vernon

*Area of Application. Survey area plus:*

Louisiana:

Acadia

Avoyelles

Caldwell

Cameron

Catahoula

Concordia

Evangeline

Franklin

Jefferson Davis

Lafayette

La Salle

Madison

Natchitoches

St. Landry

Tensas

Vermilion

Winn

NEW ORLEANS

*Survey area*

Louisiana:

Jefferson

Orleans

Plaquemines

St. Bernard

St. Tammany

**Pt. 532, Subpt. B, App. C**

*Area of Application. Survey area plus:*

Louisiana:  
Ascension  
Assumption  
East Baton Rouge  
East Feliciana  
Iberia  
Iberville  
Lafourche  
Livingston  
Pointe Coupee  
St. Charles  
St. Helena  
St. James  
St. John the Baptist  
St. Martin  
St. Mary  
Tangipahoa  
Terrebonne  
Washington  
West Baton Rouge  
West Feliciana

SHREVEPORT

*Survey area*

Louisiana:  
Bossier  
Caddo  
Webster

*Area of Application. Survey area plus:*

Louisiana:  
Bienville  
Claiborne  
De Soto  
East Carroll  
Jackson  
Lincoln  
Morehouse  
Ouachita  
Red River  
Richland  
Union  
West Carroll

Texas:  
Cherokee  
Gregg  
Harrison  
Panola  
Rusk

MAINE

AUGUSTA

*Survey area*

Maine:  
Kennebec  
Knox  
Lincoln

**5 CFR Ch. I (1–1–97 Edition)**

*Area of Application. Survey area.*

CENTRAL AND NORTHERN MAINE

*Survey area*

Maine:  
Aroostook  
Penobscot

*Area of Application. Survey area plus:*

Maine:  
Hancock  
Piscataquis  
Somerset  
Waldo  
Washington

PORTLAND

*Survey area*

Maine:  
Androscoggin  
Cumberland  
Sagadahoc

*Area of Application. Survey area plus:*

Maine:  
Franklin  
Oxford  
New Hampshire:  
Coos

MARYLAND

BALTIMORE

*Survey area*

Maryland:  
Baltimore City  
Anne Arundel  
Baltimore  
Carroll  
Harford  
Howard

*Area of Application. Survey area*

HAGERSTOWN-MARTINSBURG-CHAMBERSBURG

*Survey Area*

Maryland:  
Washington  
Pennsylvania:  
Franklin  
West Virginia:  
Berkeley

*Area of Application—Survey Area Plus*

Maryland:  
Allegany  
Garrett  
Pennsylvania:  
Fulton (Effective as of April 17, 1996.)  
Virginia (cities):  
Harrisonburg  
Winchester  
Virginia (counties):

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Clarke  
Culpeper  
Frederick  
Greene  
Madison  
Page  
Rappahannock  
Rockingham  
Shenandoah  
Warren  
West Virginia:  
Hampshire  
Hardy  
Jefferson  
Mineral  
Morgan

MASSACHUSETTS

BOSTON

*Survey Area*

Massachusetts:  
The following cities and towns in:

*Essex County*  
Beverly  
Boxford  
Danvers  
Hamilton  
Lynn  
Lynnfield  
Manchester  
Marblehead  
Middleton  
Nahant  
Peabody  
Salem  
Saugus  
South Hamilton  
Swampscott  
Topsfield  
Wenham  
*Middlesex County*  
Acton  
Arlington  
Ashland  
Bedford  
Belmont  
Boxborough  
Burlington  
Cambridge  
Carlisle  
Concord  
Everett  
Framingham  
Holliston  
Lexington  
Lincoln  
Malden  
Medford  
Melrose  
Natick  
Newton  
North Reading  
North Wilmington  
Reading  
Sherborn

Somerville  
Stoneham  
Sudbury  
Wakefield  
Waltham  
Watertown  
Wayland  
West Concord  
Weston  
Wilmington  
Winchester  
Woburn  
*Norfolk County*  
Bellingham  
Braintree  
Brookline  
Canton  
Cohasset  
Dedham  
Dover  
East Walpole  
Foxborough  
Franklin  
Harding  
Holbrook  
Islington  
Medfield  
Medway  
Millis  
Milton  
Needham  
Norfolk  
North Cohasset  
Norwood  
Quincy  
Randolph  
Sharon  
South Walpole  
Stoughton  
Walpole  
Wellesley  
Westwood  
Weymouth  
Wrentham  
*Plymouth County*  
Abington  
Duxbury  
Hanover  
Hanson  
Hingham  
Hull  
Kingston  
Marshfield  
Marshfield Hills  
North Scituate  
Norwell  
Oceanbluff  
Pembroke  
Rockland  
Scituate  
Shore Acres  
South Duxbury  
South Hingham  
West Hanover  
*Suffolk County*

**Pt. 532, Subpt. B, App. C**

**5 CFR Ch. I (1–1–97 Edition)**

*Area of Application. Survey area plus:*

Massachusetts:  
Barnstable  
Dukes  
Nantucket  
Plymouth (non-survey area part)

The following cities and towns in:

*Bristol County*

Easton

*Essex County*

Andover

Essex

Gloucester

Ipswich

Lawrence

Methuen

Rockport

Rowley

*Middlesex County*

Ayer

Billerica

Chelmsford

Dracut

Dunstable

Groton

Hopkinton

Hudson

Littleton

Lowell

Marlborough

Maynard

Pepperell

Stow

Tewksbury

Tyngsborough

Westford

*Norfolk County*

Avon

**CENTRAL AND WESTERN MASSACHUSETTS**

*Survey area*

Massachusetts:

The following cities and towns in:

*Hampden County*

Agawam

Chicopee

East Longmeadow

Feeding Hills

Hampden

Holyoke

Longmeadow

Ludlow

Monson

Palmer

Southwick

Springfield

Three Rivers

Westfield

West Springfield

Wilbraham

*Hampshire County*

Easthampton

Granby

Hadley

Northampton

South Hadley

*Worcester County*

Warren

West Warren

Connecticut:

*Tolland County*

Somers

Somersville

*Area of Application. Survey area plus:*

Massachusetts:

Berkshire

Franklin

Worcester (except Blackstone and Millville)

The following towns and cities in:

*Hampshire County*

Amherst

Belchertown

Chesterfield

Cummington

Goshen

Hatfield

Huntington

Middlefield

Pelham

Plainfield

Southampton

Ware

Westhampton

Williamsburg

Worthington

*Hampden County*

Blandford

Brimfield

Chester

Granville

Holland

Montgomery

Russell

Tolland

Wales

*Middlesex County*

Ashby

Shirley

Townsend

New Hampshire:

Belknap

Carroll

Cheshire

Grafton

Hillsborough

Merrimack

Sullivan

Vermont:

Addison

Bennington

Caledonia

Essex

Lamoille

Orange

Orleans

Rutland

Washington

Windham

Windsor

Office of Personnel Management

Pt. 532, Subpt. B, App. C

MICHIGAN

DETROIT

*Survey area*

Michigan:

Lapeer  
Livingston  
Macomb  
Oakland  
St. Clair  
Wayne

*Area of Application. Survey area plus:*

Michigan:

Arenac  
Bay  
Clare  
Clinton  
Eaton  
Genesee  
Gladwin  
Gratiot  
Huron  
Ingham  
Isabella  
Lenawee  
Midland  
Monroe  
Saginaw  
Sanilac  
Shiawassee  
Tuscola  
Washtenaw

Ohio:

Lucas  
Wood

NORTHWESTERN MICHIGAN

*Survey area*

Michigan:

Delta  
Dickinson  
Marquette

*Area of Application. Survey area plus:*

Michigan:

Alcona (Effective date January 1, 1994.)  
Alger  
Alpena (Effective date January 1, 1994.)  
Antrim (Effective date January 1, 1994.)  
Baraga  
Benzie (Effective date January 1, 1994.)  
Charlevoix (Effective date January 1, 1994.)  
Cheboygan (Effective date January 1, 1994.)  
Chippewa  
Crawford (Effective date January 1, 1994.)  
Emmet (Effective date January 1, 1994.)  
Gogebic  
Grand Traverse (Effective date January 1, 1994.)  
Houghton  
Iosco (Effective date January 1, 1994.)  
Iron  
Kalkaska (Effective date January 1, 1994.)

Keweenaw

Leelanau (Effective date January 1, 1994.)

Luce

Mackinac

Manistee (Effective date January 1, 1994.)

Menominee

Missaukee (Effective date January 1, 1994.)

Montmorency (Effective date January 1, 1994.)

Ogemaw (Effective date January 1, 1994.)

Ontonagon

Oscoda (Effective date January 1, 1994.)

Otsego (Effective date January 1, 1994.)

Presque Isle (Effective date January 1, 1994.)

Roscommon (Effective date January 1, 1994.)

Schoolcraft

Wexford (Effective date January 1, 1994.)

SOUTHWESTERN MICHIGAN

*Survey area*

Michigan:

Barry  
Calhoun  
Kalamazoo  
Van Buren

*Area of Application. Survey area plus:*

Michigan:

Allegan  
Berrien  
Branch  
Cass  
Hillsdale  
Ionia  
Jackson  
Kent  
Lake  
Mason  
Mecosta  
Montcalm  
Muskegon  
Newaygo  
Oceana  
Osceola  
Ottawa  
St. Joseph

MINNESOTA

DULUTH

*Survey area*

Minnesota:

Carlton  
St. Louis  
Wisconsin:  
Douglas

*Area of Application. Survey area plus:*

Minnesota:

Aitkin  
Beltrami  
Cass

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–197 Edition)

Cook  
Crow Wing  
Hubbard  
Itasca  
Koochiching  
Lake  
Lake of the Woods  
Pine  
Wisconsin:  
Ashland  
Bayfield  
Burnett  
Iron  
Sawyer  
Washburn

MINNEAPOLIS-ST. PAUL

*Survey area*

Minnesota:  
Anoka  
Carver  
Chisago  
Dakota  
Hennepin  
Ramsey  
Scott  
Washington  
Wright  
Wisconsin:  
St. Croix

*Area of Application. Survey area plus:*

Minnesota:  
Benton  
Big Stone  
Blue Earth  
Brown  
Chippewa  
Cottonwood  
Dodge  
Douglas  
Faribault  
Freeborn  
Goodhue  
Grant  
Isanti  
Kanabec  
Kandiyohi  
Lac Qui Parle  
Le Sueur  
McLeod  
Martin  
Meeker  
Mille Lacs  
Morrison  
Mower  
Nicollet  
Olmsted  
Pope  
Redwood  
Renville  
Rice  
Sherburne  
Sibley  
Stearns  
Steele

Stevens  
Swift  
Todd  
Traverse  
Wadena  
Waseca  
Watsonwan  
Yellow Medicine  
Wisconsin:  
Pierce  
Polk

MISSISSIPPI

BILOXI

*Survey Area*

Mississippi:  
Hancock  
Harrison  
Jackson

*Area of Application—Survey Area Plus*

Mississippi:  
George  
Pearl River  
Stone (Effective as of November 1, 1997.)

JACKSON

*Survey area*

Mississippi:  
Hinds  
Rankin  
Warren

*Area of Application—Survey Area Plus*

Mississippi:  
Adams (Effective as of February 1, 1997.)  
Amite  
Attala  
Claiborne (Effective as of February 1, 1997.)  
Copiah  
Covington  
Franklin  
Holmes  
Humphreys  
Issaquena  
Jefferson (Effective as of February 1, 1997.)  
Jefferson Davis  
Lawrence  
Lincoln  
Madison  
Marion  
Pike  
Scott  
Sharkey  
Simpson  
Smith  
Walthall  
Wilkinson  
Yazoo

MERIDIAN

*Survey Area*

Mississippi:

Office of Personnel Management

Forest  
Lamar (Effective as of February 1, 1997.)  
Lauderdale  
Alabama:  
Choctaw

*Area of Application—Survey Area Plus*

Mississippi:

Clarke  
Greene  
Jasper  
Jones  
Kemper  
Leake  
Neshoba  
Newton  
Perry  
Wayne  
Alabama:  
Sumter

NORTHERN MISSISSIPPI

*Survey Area*

Mississippi:

Clay  
Grenada  
Leflore  
Lee  
Lowndes  
Monroe  
Oktibbeha

*Area of Application—Survey Area Plus*

Mississippi:

Alcorn  
Bolivar  
Calhoun  
Carroll  
Chickasaw  
Choctaw  
Coahoma  
Itawamba  
Lafayette (Excluding Holly Springs National Forest.)  
Montgomery  
Noxubee  
Panola  
Pontotoc (Excluding Holly Springs National Forest.)  
Prentiss  
Quitman  
Sunflower  
Tallahatchie  
Tishomingo  
Union (Excluding Holly Springs National Forest.)  
Washington  
Webster  
Winston  
Yalobusha

Pt. 532, Subpt. B, App. C

MISSOURI

KANSAS CITY

*Survey area*

Missouri:

Cass  
Clay  
Jackson  
Platte  
Ray  
Kansas:  
Johnson  
Leavenworth  
Wyandotte

*Area of Application. Survey area plus:*

Missouri:

Adair  
Andrew  
Atchison  
Bates  
Buchanan  
Caldwell  
Carroll  
Chariton  
Clinton  
Cooper  
Davies  
De Kalb  
Gentry  
Grundy  
Harrison  
Henry  
Holt  
Howard  
Johnson  
Lafayette  
Linn  
Livingston  
Macon  
Mercer  
Nodaway  
Pettis  
Putnam  
Saline  
Schuyler  
Sullivan  
Worth

Kansas:

Allen  
Anderson  
Atchison  
Bourbon  
Doniphan  
Douglas  
Franklin  
Linn  
Miami  
St. Louis

*Survey area*

Missouri:

St. Louis City  
Franklin  
Jefferson



**Pt. 532, Subpt. B, App. C**

St. Charles  
St. Louis  
Illinois:  
Clinton  
Madison  
Monroe  
St. Clair

*Area of Application. Survey area plus:*

Missouri:  
Audrain  
Boone  
Callaway  
Clark  
Cole  
Crawford  
Gasconade  
Knox  
Lewis  
Lincoln  
Marion  
Monroe  
Montgomery  
Osage  
Pike  
Ralls  
Randolph  
St. Francois  
Ste. Genevieve  
Scotland  
Shelby  
Warren  
Washington  
Illinois:  
Alexander  
Bond  
Calhoun  
Clay  
Effingham  
Fayette  
Franklin  
Greene  
Hamilton  
Jackson  
Jefferson  
Jersey  
Johnson  
Macoupin  
Marion  
Massac  
Montgomery  
Morgan  
Perry  
Pike  
Pope  
Pulaski  
Randolph  
Saline  
Scott  
Union  
Washington  
Wayne  
Williamson

**5 CFR Ch. I (1–1–97 Edition)**

**SOUTHERN MISSOURI**

*Survey area*

Missouri:  
Christian  
Greene  
Laclede  
Phelps  
Pulaski  
Webster

*Area of Application. Survey area plus:*

Missouri:  
Barry  
Barton  
Benton  
Bollinger  
Butler  
Camden  
Cape Girardeau  
Carter  
Cedar  
Dade  
Dallas  
Dent  
Douglas  
Hickory  
Howell  
Iron  
Jasper  
Lawrence  
McDonald  
Madison  
Maries  
Miller  
Mississippi  
Moniteau  
Morgan  
New Madrid  
Newton  
Oregon  
Ozark  
Perry  
Polk  
Reynolds  
Ripley  
St. Clair  
Scott  
Shannon  
Stoddard  
Stone  
Taney  
Texas  
Vernon  
Wayne  
Wright  
Kansas:  
Cherokee  
Crawford

**MONTANA**

*Survey Area*

Montana:  
Cascade  
Lewis and Clark

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Yellowstone

*Area of Application—Survey Area Plus*

Montana:

Beaverhead  
Big Horn  
Blaine  
Broadwater  
Carbon  
Carter  
Chouteau  
Custer  
Daniels  
Dawson  
Deer Lodge  
Fallon  
Fergus  
Flathead  
Gallatin  
Garfield  
Glacier  
Golden Valley  
Granite  
Hill  
Jefferson  
Judith Basin  
Lake  
Liberty  
Lincoln  
McCone  
Madison  
Meagher  
Mineral  
Missoula  
Musselshell  
Park  
Petroleum  
Phillips  
Pondera  
Powder River  
Powell  
Prairie  
Ravalli  
Richland  
Roosevelt  
Rosebud  
Sanders  
Sheridan  
Silver Bow  
Stillwater  
Sweet Grass  
Teton  
Toole  
Treasure  
Valley  
Wheatland  
Wibaux  
Wyoming:  
Big Horn  
Park

NEBRASKA

OMAHA

*Survey area*

Nebraska:

Douglas  
Lancaster  
Sarpy

Iowa:

Pottawattamie

*Area of Application. Survey area plus:*

Nebraska:

Adams  
Antelope  
Arthur  
Blaine  
Boone  
Boyd  
Brown  
Buffalo  
Burt  
Butler  
Cass  
Cedar  
Chase  
Cherry  
Clay  
Colfax  
Cuming  
Custer  
Dakota  
Dawson  
Dixon  
Dodge  
Dundy  
Fillmore  
Franklin  
Frontier  
Furnas  
Gage  
Garfield  
Gosper  
Grant  
Greeley  
Hall  
Hamilton  
Harlan  
Hayes  
Hitchcock  
Holt  
Hooker  
Howard  
Jefferson  
Johnson  
Kearney  
Keith  
Keya Paha  
Knox  
Lincoln  
Logan  
Loup  
McPherson  
Madison  
Merrick  
Nance  
Nemaha  
Nuckolls  
Otoe  
Pawnee  
Perkins  
Phelps

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Pierce  
Platte  
Polk  
Red Willow  
Richardson  
Rock  
Saline  
Saunders  
Seward  
Sherman  
Stanton  
Thayer  
Thomas  
Thurston  
Valley  
Washington  
Wayne  
Webster  
Wheeler  
York

Iowa:  
Adams  
Audubon  
Buena Vista  
Cass  
Cherokee  
Clay  
Crawford  
Fremont  
Harrison  
Ida  
Mills  
Monona  
Montgomery  
O'Brien  
Page  
Palo Alto  
Plymouth  
Pocahontas  
Sac  
Shelby  
Sioux  
Taylor  
Woodbury

NEVADA

LAS VEGAS

*Survey area*

Nevada:  
Clark  
Nye

*Area of Application. Survey area plus:*

Nevada:  
Esmeralda  
Lincoln  
Arizona:  
Mohave

RENO

*Survey area*

Nevada:

Lyon  
Mineral  
Storey  
Washoe

*Area of Application. Survey area plus:*

Nevada (cities):

Carson City

Nevada (counties):

Churchill

Douglas

Elko

Eureka

Humboldt

Lander

Pershing

White Pine

California:

Lassen

Madera (Includes only the Devils Postpile National Monument portion.)

Mono (Does not cover locations to which Bridgeport, Calif, special schedule applies.)

NEW HAMPSHIRE

PORTSMOUTH

*Survey area*

New Hampshire:

Rockingham (except the following cities and towns: Newton; Plaistow; Salem; and Westville)

Stafford

Maine:

York

Massachusetts:

The following cities and towns in:

*Essex County*

Amesbury

Georgetown

Groveland

Haverhill

Merrimac

Newbury

Newburyport

North Andover

Salisbury

South Byfield

West Newbury

*Area of Application. Survey area plus:*

New Hampshire:

The following towns in:

*Rockingham County*

Newton

Plaistow

Salem

NEW MEXICO

Albuquerque

*Survey area*

New Mexico:

Bernalillo

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Sandoval

Ulster

*Area of Application. Survey area plus:*

*Area of Application. Survey area plus:*

New Mexico:

New York:

Catron

Delaware

Cibola

Sullivan

Colfax

*Survey area*

Curry

New York:

De Baca

Bronx

Guadalupe

Kings

Harding

Lincoln (Does not include White Sands  
Proving Ground portion.)

Nassau

Los Alamos

New York

Mora

Putnam

Quay

Queens

Rio Arriba

Richmond

Roosevelt

Rockland

San Miguel

Suffolk

Santa Fe

Westchester

Socorro (Does not include White Sands  
Proving Ground portion.)

New Jersey:

Taos

Bergen

Torrance

Essex

Union

Hudson

Valencia

Middlesex

Monmouth

Morris

Passaic

Somerset

Union

NEW YORK:

*Area of Application. Survey area plus:*

ALBANY-SCHENECTADY-TROY

New Jersey:

*Survey area*

Sussex

NORTHERN NEW YORK

New York:

Albany

*Survey area*

Montgomery

New York:

Rensselaer

Clinton

Saratoga

Franklin

Schenectady

Jefferson

*Area of Application. Survey area plus:*

St. Lawrence

New York:

Columbia

Vermont:

Fulton

Chittenden

Greene

Franklin

Schoharie

Grand Isle

Warren

*Area of Application. Survey area plus:*

Washington

New York:

BUFFALO

Essex

*Survey area*

Lewis

New York:

Erie

ROCHESTER

Niagara

*Survey area*

*Area of Application. Survey area plus:*

New York:

Cattaraugus

New York:

Chautauqua

Livingston

Monroe

Ontario

Orleans

Steuben

Wayne

NEWBURGH

*Survey area*

*Area of Application. Survey area plus:*

New York:

Dutchess

New York:

Orange

Allegany

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Chemung  
Genesee  
Schuyler  
Seneca  
Wyoming  
Yates

SYRACUSE-UTICA-ROME

*Survey area*

New York:  
Herkimer  
Madison  
Oneida  
Onondaga  
Oswego

*Area of Application. Survey area plus:*

New York:  
Broome  
Cayuga  
Chenango  
Cortland  
Hamilton  
Otsego  
Tioga  
Tompkins

NORTH CAROLINA

ASHEVILLE

*Survey area*

North Carolina:  
Buncombe  
Haywood  
Henderson  
Madison  
Transylvania

*Area of Application. Survey area plus:*

North Carolina:  
Avery  
Burke  
Caldwell  
Cherokee  
Clay  
Graham  
Jackson  
McDowell  
Macon  
Mitchell  
Polk  
Rutherford  
Swain  
Yancey

CENTRAL NORTH CAROLINA

*Survey area*

North Carolina:  
Cumberland  
Durham  
Edgecombe  
Harnett  
Johnston  
Orange

Wake  
Wayne  
Wilson

*Area of Application. Survey area plus:*

North Carolina:

Alamance  
Bladen  
Caswell  
Chatham  
Davidson  
Davie  
Forsyth  
Franklin  
Granville  
Guilford  
Halifax  
Hoke  
Lee  
Montgomery  
Moore  
Nash  
Northampton  
Person  
Randolph  
Richmond  
Robeson  
Rockingham  
Sampson  
Scotland  
Stokes  
Surry  
Vance  
Warren  
Yadkin

South Carolina:

Dillon  
Marion  
Marlboro

CHARLOTTE

*Survey area*

North Carolina:

Cabarrus  
Gaston  
Mecklenburg  
Rowan  
Union

*Area of Application. Survey area plus:*

North Carolina:

Alexander  
Anson  
Catawba  
Cleveland  
Iredell  
Lincoln  
Stanly  
Wilkes

South Carolina:

Chesterfield  
Lancaster  
York

Office of Personnel Management

Pt. 532, Subpt. B, App. C

SOUTHEASTERN NORTH CAROLINA

*Survey Area*

North Carolina:

Brunswick  
Carteret  
Columbus  
Craven  
Jones  
Lenoir  
New Hanover  
Onslow  
Pamlico  
Pender

*Area of Application. Survey area plus:*

North Carolina:

Beaufort  
Bertie  
Dare  
Duplin  
Greene  
Hertford  
Hyde  
Martin  
Pitt  
Tyrrell  
Washington

South Carolina:

Horry

NORTH DAKOTA

*Survey area*

North Dakota:

Burleigh  
Cass  
Grand Forks  
McLean  
Mercer  
Morton  
Oliver  
Traill  
Ward

Minnesota:

Clay  
Polk

*Area of Application. Survey area plus:*

North Dakota:

Adams  
Barnes  
Benson  
Billings  
Bottineau  
Bowman  
Burke  
Cavalier  
Dickey  
Divide  
Dunn  
Eddy  
Emmons  
Foster  
Golden Valley  
Grant

Griggs  
Hettinger  
Kidder  
La Moure  
Logan  
McHenry  
McIntosh  
McKenzie  
Mountrail  
Nelson  
Pembina  
Pierce  
Ramsey  
Ransom  
Renville  
Richland  
Rolette  
Sargent  
Sheridan  
Sioux  
Slope  
Stark  
Steele  
Stutsman  
Towner  
Walsh  
Wells  
Williams

Minnesota:

Becker  
Clearwater  
Kittson  
Mahnomon  
Marshall  
Norman  
Otter Tail  
Pennington  
Red Lake  
Roseau  
Wilkin

OHIO

CINCINNATI

*Survey area*

Ohio:

Clermont  
Hamilton  
Warren

Kentucky:

Boone  
Campbell  
Kenton

Indiana:

Dearborn

*Area of Application: Survey area plus:*

Ohio:

Adams  
Brown  
Butler  
Highland

Indiana:

Franklin  
Ohio  
Ripley

**Pt. 532, Subpt. B, App. C**

**5 CFR Ch. I (1–1–97 Edition)**

Switzerland  
Kentucky:  
Bracken  
Carroll  
Gallatin  
Grant  
Mason  
Pendleton

CLEVELAND

*Survey area*

Ohio:  
Cuyahoga  
Geauga  
Lake  
Medina

*Area of Application. Survey area plus:*

Ohio:  
Ashland  
Ashtabula  
Columbiana  
Erie  
Huron  
Lorain  
Mahoning  
Ottawa  
Portage  
Sandusky  
Senaca  
Stark  
Summit  
Trumbull  
Wayne

COLUMBUS

*Survey area*

Ohio:  
Delaware  
Fairfield  
Franklin  
Licking  
Madison  
Pickaway

*Area of Application. Survey area plus:*

Ohio:  
Coshocton  
Crawford  
Fayette  
Guernsey  
Hancock  
Hardin  
Hocking  
Holmes  
Knox  
Marion  
Morrow  
Muskingum  
Perry  
Richland  
Ross  
Union  
Wyandot

DAYTON

*Survey area*

Ohio:  
Champaign  
Clark  
Greene  
Miami  
Montgomery  
Preble

*Area of Application. Survey area plus:*

Ohio:  
Auglaize  
Clinton  
Darke  
Logan  
Shelby  
Indiana:  
Randolph  
Union  
Wayne

OKLAHOMA

OKLAHOMA CITY

*Survey area*

Oklahoma:  
Canadian  
Cleveland  
McCain  
Oklahoma  
Pottawatomie

*Area of Application. Survey area plus:*

Oklahoma:  
Alfalfa  
Atoka  
Beckham  
Blaine  
Bryan  
Caddo  
Carter  
Coal  
Custer  
Dewey  
Ellis  
Garfield  
Garvin  
Grady  
Grant  
Harper  
Hughes  
Johnston  
Kingfisher  
Lincoln  
Logan  
Love  
Major  
Marshall  
Murray  
Noble  
Payne  
Pontotoc  
Roger Mills

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Seminole  
Washita  
Woods  
Woodward

TULSA

*Survey area*

Oklahoma:  
Creek  
Mayes  
Muskogee  
Osage  
Pittsburg  
Rogers  
Tulsa  
Wagoner

*Area of Application. Survey area plus:*

Oklahoma:  
Adair  
Cherokee  
Choctaw  
Craig  
Delaware  
Haskell  
Kay  
Latimer  
LeFlore  
McCurtain  
McIntosh  
Nowata  
Okfuskee  
Okmulgee  
Ottawa  
Pawnee  
Pushmataha  
Sequoyah  
Washington  
Arkansas:  
Benton  
Carroll  
Washington

OREGON

PORTLAND

*Survey area*

Oregon:  
Clackamas  
Marion  
Multnomah  
Polk  
Washington  
Washington:  
Clark

*Area of Application. Survey area plus:*

Oregon:  
Clatsop  
Columbia  
Gilliam  
Hood River  
Sherman  
Tillamook  
Wasco

Yamhill  
Washington:  
Cowlitz  
Klickitat  
Pacific  
Skamania  
Wahkiakum

SOUTHWESTERN OREGON

*Survey area*

Oregon:  
Douglas  
Jackson  
Lane

*Area of Application. Survey area plus:*

Oregon:  
Benton  
Coos  
Crook  
Curry  
Deschutes  
Jefferson  
Josephine  
Klamath  
Lake  
Lincoln  
Linn

PENNSYLVANIA

HARRISBURG

*Survey Area*

Pennsylvania:  
Cumberland  
Dauphin  
Lebanon  
York

*Area of Application. Survey area plus:*

Pennsylvania:  
Adams  
Berks  
Juniata  
Lancaster  
Lycoming (Allenwood Federal Prison  
Camp portion only.)  
Mifflin  
Montour  
Northumberland  
Perry  
Schuylkill  
Snyder  
Union

PHILADELPHIA

*Survey Area*

Pennsylvania:  
Bucks  
Chester  
Delaware  
Montgomery  
Philadelphia  
New Jersey:



**Pt. 532, Subpt. B, App. C**

Burlington  
Camden  
Gloucester

*Area of Application. Survey area plus:*

Pennsylvania:  
Lehigh  
Northampton  
New Jersey:  
Atlantic  
Cape May  
Cumberland  
Hunterdon  
Mercer  
Ocean  
Warren

PITTSBURGH

*Survey Area*

Pennsylvania:  
Allegheny  
Beaver  
Butler (Effective as of the first day of the month of the first full-scale wage survey in the Pittsburgh wage area following April 17, 1996.)  
Washington  
Westmoreland

*Area of Application—Survey Area Plus*

Pennsylvania:  
Armstrong  
Bedford  
Blair  
Cambria  
Cameron  
Centre  
Clarion  
Clearfield  
Clinton  
Crawford  
Elk  
Erie  
Fayette  
Forest  
Greene  
Huntingdon  
Indiana  
Jefferson  
Lawrence  
McKean  
Mercer  
Potter  
Somerset  
Venango  
Warren  
Ohio:  
Belmont  
Carroll  
Harrison  
Jefferson  
Tuscarawas  
West Virginia:  
Brooke  
Hancock

**5 CFR Ch. I (1–1–97 Edition)**

Marshall  
Ohio

SCRANTON-WILKES-BARRE

*Survey Area*

Pennsylvania:  
Lackawanna  
Luzerne  
Monroe

*Area of Application. Survey area plus:*

Pennsylvania:  
Bradford  
Carbon  
Columbia  
Lycoming (Excluding Allenwood Federal Prison Camp.)  
Pike  
Sullivan  
Susquehanna  
Tioga  
Wayne  
Wyoming

PUERTO RICO

*Survey Area*

Puerto Rico (Municipios):  
San Juan  
Bayamon  
Canovanas  
Carolina  
Catano  
Guaynabo  
Humacao  
Loiza  
Toa Baja  
Trujillo Alto

*Area of Application: Puerto Rico*

RHODE ISLAND

NARRAGANSETT BAY

*Survey Area*

Rhode Island:  
Bristol  
Newport  
The following cities and towns in:  
*Kent County*  
Anthony  
Coventry  
East Greenwich  
Greene  
Warwick  
West Warwick  
*Providence County*  
Ashton  
Burrillville  
Central Falls  
Cranston  
Cumberland  
Cumberland Hill  
East Providence  
Esmond

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Forestdale  
Greenville  
Harrisville  
Johnston  
Lincoln  
Manville  
Mapleville  
North Providence  
North Smithfield  
Oakland  
Pascoag  
Pawtucket  
Providence  
Saylesville  
Slatersville  
Smithfield  
Valley Falls  
Wallum Lake  
Woonsocket  
*Washington County*  
Davisville  
Galilee  
La Fayette  
Narragansett  
North Kingstown  
Point Judith  
Quonset Point  
Saunerstown  
Slocum

Massachusetts:

The following cities and towns in:

*Bristol County*  
Attleboro  
Fall River  
North Attleboro  
Rehoboth  
Seekonk  
Somerset  
Swansea  
Westport  
*Norfolk County*  
Caryville  
Plainville  
South Bellingham  
*Worcester County*  
Blackstone  
Millville

*Area of Application. Survey area plus:*

Rhode Island:

The following cities and towns in:

*Kent County*  
West Greenwich  
*Providence County*  
Foster  
Gloicester  
Scituate  
*Washington County*  
Charlestown  
Exeter  
New Shoreham  
Richmond  
South Kingstown

Massachusetts:

The following cities and towns in:

*Bristol County*  
Acushnet

Berkley  
Dartmouth  
Dighton  
Fairhaven  
Freetown  
Mansfield  
New Bedford  
Norton  
Raynham  
Taunton

SOUTH CAROLINA

CHARLESTON

*Survey Area*

South Carolina:

Berkeley  
Charleston  
Dorchester

*Area of Application. Survey area plus:*

South Carolina:

Beaufort (The portion north of Broad River.)  
Colleton  
Georgetown  
Williamsburg

COLUMBIA

*Survey area*

South Carolina:

Darlington  
Florence  
Kershaw  
Lee  
Lexington  
Richland  
Sumter

*Area of Application. Survey area plus:*

South Carolina:

Abbeville  
Anderson  
Calhoun  
Cherokee  
Chester  
Clarendon  
Fairfield  
Greenville  
Greenwood  
Laurens  
Newberry  
Oconee  
Orangeburg  
Pickens  
Saluda  
Spartanburg  
Union

SOUTH DAKOTA

EASTERN SOUTH DAKOTA

*Survey Area*

South Dakota:

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

Minnehaha

*Area of Application. Survey area plus:*

South Dakota:

Aurora  
Beadle  
Bennett  
Bon Homme  
Brookings  
Brown  
Brule  
Buffalo  
Campbell  
Charles Mix  
Clark  
Clay  
Codington  
Corson  
Davison  
Day  
Deuel  
Dewey  
Douglas  
Edmunds  
Faulk  
Grant  
Gregory  
Haakon  
Hamlin  
Hand  
Hanson  
Hughes  
Hutchinson  
Hyde  
Jackson  
Jerauld  
Jones  
Kingsbury  
Lake  
Lincoln  
Lyman  
McCook  
McPherson  
Marshall  
Mellette  
Miner  
Moody  
Potter  
Roberts  
Sanborn  
Spink  
Stanley  
Sully  
Todd  
Tripp  
Turner  
Union  
Walworth  
Washabaugh  
Yankton  
Zieback

Iowa:

Dickinson  
Emmet  
Lyon  
Osceola  
Minnesota:

Jackson  
Lincoln  
Lyon  
Murray  
Nobles  
Pipestone  
Rock

TENNESSEE

EASTERN TENNESSEE

*Survey Area*

Tennessee:

Carter  
Hawkins  
Sullivan  
Unicoi  
Washington

Virginia (city):

Bristol

Virginia (counties):

Scott  
Washington

*Area of Application—Survey Area Plus*

Tennessee:

Cocke  
Greene  
Hancock  
Johnson

Virginia:

Buchanan  
Grayson  
Lee  
Russell  
Smyth  
Tazewell

North Carolina:

Alleghany  
Ashe  
Watauga

Kentucky:

Harlan  
Letcher

MEMPHIS

*Survey area*

Tennessee:

Shelby  
Tipton

Arkansas:

Crittenden  
Mississippi

Mississippi:

De Soto

*Area of Application. Survey area plus:*

Tennessee:

Carroll  
Chester  
Crockett  
Dyer  
Fayette  
Gibson  
Hardeman

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Hardin  
Haywood  
Lake  
Lauderdale  
Madison  
McNairy  
Obion  
Arkansas:  
Craighead  
Cross  
Lee  
Poinsett  
St. Francis  
Mississippi:  
Benton  
Lafayette (Holly Springs National Forest  
portion only.)  
Marshall  
Pontotoc (Holly Springs National Forest  
portion only.)  
Tate  
Tippah  
Tunica  
Union (Holly Springs National Forest por-  
tion only.)  
Missouri:  
Dunklin  
Pemiscot

NASHVILLE

*Survey area*

Tennessee:  
Cheatham  
Davidson  
Dickson  
Montgomery  
Robertson  
Rutherford  
Sumner  
Williamson  
Wilson  
Kentucky:  
Christian

*Area of Application. Survey area plus:*

Tennessee:  
Anderson  
Bedford  
Benton  
Bledsoe  
Blount  
Bradley  
Campbell  
Cannon  
Claiborne  
Clay  
Coffee  
Cumberland  
Decatur  
DeKalb  
Fentress  
Grainger  
Grundy  
Hamblen  
Hamilton  
Henderson

Henry  
Hickman  
Houston  
Humphreys  
Jackson  
Jefferson  
Knox  
Lewis  
Loudon  
McMinn  
Macon  
Marion  
Marshall  
Maury  
Meigs  
Monroe  
Morgan  
Overton  
Perry  
Pickett  
Polk  
Putnam  
Rhea  
Roane  
Scott  
Sequatchie  
Sevier  
Smith  
Stewart  
Trousdale  
Union  
Van Buren  
Warren  
Weakley  
White  
Kentucky:  
Adair  
Allen  
Ballard  
Barren  
Butler  
Caldwell  
Calloway  
Carlisle  
Clinton  
Cumberland  
Edmonson  
Fulton  
Graves  
Hickman  
Hopkins  
Logan  
Lyon  
McCracken  
Marshall  
Metcalfe  
Monroe  
Muhlenberg  
Russell  
Simpson  
Todd  
Trigg  
Warren  
Georgia:  
Catossa  
Dade  
Walker

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

TEXAS

AUSTIN

*Survey area*

Texas:

- Hays
- Milam
- Travis
- Williamson

*Area of Application. Survey area plus:*

Texas:

- Bastrop
- Blanco
- Burleson
- Burnet
- Caldwell
- Fayette
- Lampasas
- Lee
- Llano
- Mason
- San Saba

CORPUS CHRISTI

*Survey Area*

Texas:

- Nueces
- San Patricio

*Area of Application—Survey Area Plus*

Texas:

- Aransas
- Bee
- Brooks (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.
- Calhoun
- Cameron (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.
- Goliad
- Hidalgo (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.
- Jim Wells
- Kenedy (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.
- Kleberg
- Live Oak
- Refugio
- Starr (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.
- Victoria
- Willacy (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.

DALLAS-FORT WORTH

*Survey area*

Texas:

Collin

Dallas

Denton

Ellis

Grayson

Hood

Johnson

Kaufman

Parker

Rockwall

Tarrant

Wise

*Area of Application. Survey area plus:*

Texas:

- Cooke
- Delta
- Erath
- Fannin
- Henderson
- Hopkins
- Hunt
- Jack
- Lamar
- Montague
- Navarro
- Palo Pinto
- Rains
- Smith
- Somervell
- Van Zandt
- Wood

EL PASO

*Survey area*

Texas:

- El Paso

New Mexico:

- Dona Ana
- Otero

*Area of Application. Survey area plus:*

New Mexico:

- Chaves
- Eddy
- Grant
- Hidalgo
- Lincoln (Only White Sands Proving Ground portions.)
- Luna
- Sierra
- Socorro (Only White Sands Proving Ground portions.)

Texas:

- Culberson
- Hudspeth

HOUSTON-GALVESTON-TEXAS CITY

*Survey area*

Texas:

- Brazoria
- Fort Bend
- Galveston
- Harris

Office of Personnel Management

Liberty  
Montgomery  
Waller

*Area of Application. Survey area plus:*

Texas:  
Angelina  
Austin  
Chambers  
Colorado  
Grimes  
Hardin  
Houston  
Jackson  
Jasper  
Jefferson  
Lavaca  
Madison  
Matagorda  
Nacogdoches  
Newton  
Orange  
Polk  
Sabine  
San Augustine  
San Jacinto  
Shelby  
Trinity  
Tyler  
Walker  
Washington  
Wharton

SAN ANTONIO

*Survey Area*

Texas:  
Bexar  
Comal  
Guadalupe

*Area of Application—Survey Area Plus*

Texas:  
Atascosa  
Bandera  
De Witt  
Dimmit  
Duval  
Edwards  
Frio  
Gillespie  
Gonzales  
Jim Hogg  
Karnes  
Kendall  
Kerr  
Kinney  
La Salle  
McMullen  
Maverick  
Medina  
Real  
Uvalde  
Val Verde  
Webb  
Wilson

Pt. 532, Subpt. B, App. C

Zapata  
Zavala

TEXARKANA

*Survey area*

Texas:  
Bowie  
Arkansas:  
Little River  
Miller

*Area of Application. Survey area plus:*

Texas:  
Camp  
Cass  
Franklin  
Marion  
Morris  
Red River  
Titus  
Upshur  
Arkansas:  
Columbia  
Hempstead  
Howard  
Lafayette  
Nevada  
Sevier

WACO

*Survey Area*

Texas:  
Bell  
Coryell  
McLennan

*Area of Application. Survey area plus:*

Texas:  
Anderson  
Bosque  
Brazos  
Falls  
Freestone  
Hamilton  
Hill  
Leon  
Limestone  
Mills  
Robertson

WESTERN TEXAS

*Survey area*

Texas:  
Callahan  
Ector  
Howard  
Jones  
Lubbock  
Midland  
Nolan  
Taylor  
Tom Green

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

*Area of Application. Survey area plus:*

Texas:  
 Andrews  
 Armstrong  
 Bailey  
 Borden  
 Brewster  
 Briscoe  
 Brown  
 Carson  
 Castro  
 Childress  
 Cochran  
 Coke  
 Coleman  
 Collingsworth  
 Comanche  
 Concho  
 Cottle  
 Crane  
 Crockett  
 Crosby  
 Dallam  
 Dawson  
 Deaf Smith  
 Dickens  
 Donley  
 Eastland  
 Fisher  
 Floyd  
 Gaines  
 Garza  
 Glasscock  
 Gray  
 Hale  
 Hall  
 Hansford  
 Hartley  
 Haskell  
 Hemphill  
 Hockley  
 Hutchinson  
 Irion  
 Jeff Davis  
 Kent  
 Kimble  
 King  
 Lamb  
 Lipscomb  
 Loving  
 Lynn  
 McCulloch  
 Martin  
 Menard  
 Mitchell  
 Moore  
 Motley  
 Ochiltree  
 Oldham  
 Parmer  
 Pecos  
 Potter  
 Presidio  
 Randall  
 Reagan  
 Reeves

Roberts  
 Runnels  
 Schleicher  
 Scurry  
 Shackelford  
 Sherman  
 Stephens  
 Sterling  
 Stonewall  
 Sutton  
 Swisher  
 Terrell  
 Terry  
 Throckmorton  
 Upton  
 Ward  
 Wheeler  
 Winkler  
 Yoakum  
 Oklahoma:  
 Beaver  
 Cimarron  
 Texas  
 New Mexico:  
 Lea

WICHITA FALLS, TEXAS—SOUTHWESTERN  
 OKLAHOMA

*Survey area*

Texas:  
 Archer  
 Clay  
 Wichita  
 Oklahoma:  
 Comanche  
 Cotton  
 Stephens  
 Tillman

*Area of Application. Survey area plus:*

Texas:  
 Baylor  
 Foard  
 Hardeman  
 Knox  
 Wilbarger  
 Young  
 Oklahoma:  
 Greer  
 Harmon  
 Jackson  
 Jefferson  
 Kiowa

UTAH

*Survey area*

Utah:  
 Box Elder  
 Davis  
 Salt Lake  
 Tooele  
 Utah  
 Weber

Office of Personnel Management

Pt. 532, Subpt. B, App. C

*Area of Application. Survey area plus:*

Utah:  
Beaver  
Cache  
Carbon  
Daggett  
Duchesne  
Emery  
Garfield  
Grand  
Iron  
Juab  
Millard  
Morgan  
Piute  
Rich  
San Juan (Only includes the Canyonlands  
National Park portion.)  
Sanpete  
Sevier  
Summit  
Uintah  
Wasatch  
Washington  
Wayne  
Colorado:  
Moffat

VIRGINIA

NORFOLK-PORTSMOUTH-NEWPORT NEWS-  
HAMPTON

*Survey area*

Virginia (cities):  
Chesapeake  
Hampton  
Newport News  
Norfolk  
Poquoson  
Portsmouth  
Suffolk  
Virginia Beach  
Williamsburg  
Virginia (counties):  
Gloucester  
James City  
York  
North Carolina:  
Currituck

*Area of Application. Survey area plus:*

Virginia (cities):  
Franklin  
Virginia (counties):  
Accomack  
Isle of Wight  
Mathews  
Northampton  
Southampton  
Surry  
North Carolina:  
Camden  
Chowan  
Gates  
Pasquotank

Perquimans  
Maryland:  
Assateague Island part of Worcester

RICHMOND

*Survey area*

Virginia (cities):  
Colonial Heights  
Hopewell  
Petersburg  
Richmond  
Virginia (counties):  
Charles City  
Chesterfield  
Dinwiddie  
Goochland  
Hanover  
Henrico  
New Kent  
Powhatan  
Prince George

*Area of Application. Survey area plus:*

Virginia (cities):  
Charlottesville  
Emporia  
Fredericksburg  
Virginia (counties):  
Albemarle  
Amelia  
Brunswick  
Buckingham  
Caroline  
Charlotte  
Cumberland  
Essex  
Fluvanna  
Greensville  
King and Queen  
King William  
Lancaster  
Louisa  
Lunenburg  
Mecklenburg  
Middlesex  
Northumberland  
Nottoway  
Orange  
Prince Edward  
Richmond  
Spotsylvania  
Sussex  
Westmoreland

ROANOKE

*Survey area*

Virginia (cities):  
Radford  
Roanoke  
Salem  
Virginia (counties):  
Botetourt  
Craig  
Montgomery  
Roanoke



Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1–1–97 Edition)

*Area of Application. Survey area plus:*

Virginia (cities):

Bedford  
Buena Vista  
Clifton Forge  
Covington  
Danville  
Galax  
Lexington  
Lynchburg  
Martinsville  
South Boston  
Staunton  
Waynesboro

Virginia (counties):

Alleghany  
Amherst  
Appomattox  
Augusta  
Bath  
Bedford  
Bland  
Campbell  
Carroll  
Floyd  
Franklin  
Giles  
Halifax  
Henry  
Highland  
Nelson  
Patrick  
Pittsylvania  
Pulaski  
Rockbridge  
Wythe

WASHINGTON

SEATTLE-EVERETT-TACOMA

*Survey area*

Washington:

King  
Kitsap  
Pierce  
Snohomish

*Area of Application. Survey area plus:*

Washington:

Chelan (North Cascades Park section only.)  
Clallam  
Grays Harbor  
Island  
Jefferson  
Lewis  
Mason  
San Juan  
Skagit  
Thurston  
Whatcom

SOUTHEASTERN WASHINGTON-EASTERN OREGON

*Survey area*

Washington:

Benton  
Franklin  
Walla Walla  
Yakima  
Oregon:  
Umatilla

*Area of Application. Survey area plus:*

Oregon:

Baker  
Grant  
Harney  
Malheur  
Morrow  
Union  
Wallowa  
Wheeler

Washington:

Kittitas (Only includes the Yakima Firing Range portion.)

SPOKANE

*Survey area*

Washington:

Spokane

*Area of Application. Survey area plus:*

Washington:

Adams  
Asotin  
Chelan (Excluding North Cascades Park.)  
Columbia  
Douglas  
Ferry  
Garfield  
Grant  
Kittitas (Does not include the Yakima Firing Range portion.)  
Lincoln  
Okanogan  
Pend Oreille  
Stevens  
Whitman

Idaho:

Benewah  
Bonner  
Boundary  
Clearwater  
Idaho  
Kootenai  
Latah  
Lewis  
Nez Perce  
Shoshone

WEST VIRGINIA

*Survey Area*

West Virginia:

Cabell  
Harrison  
Kanawha  
Marion  
Monongalia  
Putnam

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Wayne  
Ohio:  
Lawrence  
Kentucky:  
Boyd  
Greenup

*Area of Application—Survey Area Plus*

West Virginia:  
Barbour  
Boone  
Braxton  
Calhoun  
Clay  
Doddridge  
Fayette  
Gilmer  
Grant  
Greenbrier  
Jackson  
Lewis  
Lincoln  
Logan  
McDowell  
Mason  
Mercer  
Mingo  
Monroe  
Nicholas  
Pendleton  
Pleasants  
Pocahontas  
Preston  
Raleigh  
Randolph  
Ritchie  
Roane  
Summers  
Taylor  
Tucker  
Tyler  
Upshur  
Webster  
Wetzel  
Wirt  
Wood  
Wyoming  
Ohio:  
Athens  
Gallia  
Jackson  
Meigs  
Monroe  
Morgan  
Noble  
Pike  
Scioto  
Vinton  
Washington  
Kentucky:  
Carter  
Elliott  
Floyd  
Johnson  
Lawrence  
Lewis  
Magoffin

Martin  
Pike  
Virginia (city):  
Norton (Effective as of April 17, 1996.  
Virginia (counties):  
Dickenson  
Wise

WISCONSIN

MADISON

*Survey area*

Wisconsin:  
Dane

*Area of Application. Survey area plus:*

Wisconsin:  
Columbia  
Dodge  
Grant  
Green  
Green Lake  
Iowa  
Jefferson  
Lafayette  
Marquette  
Rock  
Sauk

MILWAUKEE

*Survey Area*

Wisconsin:  
Milwaukee  
Ozaukee  
Washington  
Waukesha

*Area of Application. Survey area plus:*

Wisconsin:  
Brown  
Calumet  
Door  
Fond du Lac  
Kenosha  
Kewaunee  
Manitowoc  
Outagamie  
Racine  
Sheboygan  
Walworth  
Winnebago

SOUTHWESTERN WISCONSIN

*Survey area*

Wisconsin:  
Chippewa  
Eau Claire  
La Crosse  
Monroe  
Trempealeau

*Area of Application. Survey area plus:*

Wisconsin:

Adams  
 Barron  
 Buffalo  
 Clark  
 Crawford  
 Dunn  
 Florence  
 Forest  
 Jackson  
 Juneau  
 Langlade  
 Lincoln  
 Marathon  
 Marinette  
 Menominee  
 Oconto  
 Oneida  
 Pepin  
 Portage  
 Price  
 Richland  
 Rusk  
 Shawano  
 Taylor  
 Vernon  
 Vilas  
 Waupaca  
 Waushara  
 Wood  
 Minnesota:  
 Fillmore  
 Houston  
 Wabasha  
 Winona

## WYOMING

*Survey area*

Wyoming:  
 Albany  
 Laramie  
 Natrona  
 South Dakota:  
 Pennington

*Area of Application. Survey area plus:*

Wyoming:  
 Campbell  
 Carbon  
 Converse  
 Crook  
 Fremont  
 Goshen  
 Hot Springs  
 Johnson  
 Lincoln  
 Niobrara  
 Platte  
 Sheridan  
 Sublette  
 Sweetwater  
 Teton  
 Uinta  
 Washakie  
 Weston  
 Nebraska:  
 Banner

Box Butte  
 Cheyenne  
 Dawes  
 Deuel  
 Garden  
 Kimball  
 Morrill  
 Scotts Bluff  
 Sheridan  
 Sioux  
 South Dakota:  
 Butte  
 Custer  
 Fall River  
 Harding  
 Lawrence  
 Meade  
 Perkins  
 Shannon

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting Appendix C to subpart B of part 532, see the List of CFR Sections Affected in the Finding Aids section of this volume.

#### APPENDIX D TO SUBPART B OF PART 532—NONAPPROPRIATED FUND WAGE AND SURVEY AREAS

This appendix lists the wage area definitions for NAF employees. With a few exceptions, each area is defined in terms of county units or independent cities. Each wage area definition consists of:

- (1) *Wage area title.* Wage areas usually carry the title of the county or counties surveyed.
- (2) *Survey area definition.* Lists each county or independent city in the survey area.
- (3) *Area of application definition.* Lists each county or independent city which, in addition to the survey area, is in the area of application.

#### DEFINITIONS OF WAGE AND WAGE SURVEY AREAS

## ALABAMA

## CALHOUN

*Survey area*

Alabama:  
 Calhoun

*Area of Application. Survey area plus:*

Alabama:  
 Jefferson

## MADISON

*Survey area*

Alabama:  
 Madison

*Area of Application. Survey area plus:*

Tennessee:

Office of Personnel Management

Coffee  
Davidson  
Hamilton  
Rutherford

MONTGOMERY

*Survey area*

Alabama:  
Montgomery

*Area of Application Survey area plus:*

Alabama:  
Dale  
Dallas  
Macon

ALASKA

ANCHORAGE

*Survey Area*

Alaska: (Borough)  
Anchorage

*Area of application. Survey area plus:*

Alaska: (Boroughs and census areas)  
Fairbanks North Star  
Juneau  
Kenai Peninsula  
Ketchikan Gateway  
Kodiak Island  
Sitka  
Southeast Fairbanks  
Valdez-Cordova  
Yukon-Koyukuk

ARIZONA

MARICOPA

*Survey area*

Arizona:  
Maricopa

*Area of Application. Survey area plus:*

Arizona:  
Coconino  
Yavapai

PIMA

*Survey area*

Arizona:  
Pima

*Area of Application. Survey area plus:*

Arizona:  
Cochise  
Yuma

*Area of Application. Survey area plus:*

California:  
Imperial

Pt. 532, Subpt. B, App. D

*Area of Application. Survey area.*

ARKANSAS

PULASKI

*Survey area*

Arkansas:  
Pulaski

*Area of Application. Survey area plus:*

ARKANSAS:

Jefferson  
Sebastian  
Washington

CALIFORNIA

ALAMEDA-CONTRA COSTA

*Survey area*

California:  
Alameda  
Contra Costa

*Area of Application. Survey area plus:*

California  
Santa Clara  
San Mateo (Effective date January 1, 1994)

ALAMEDA-CONTRA COSTA

*Survey area*

California  
Alameda  
Contra Costa

*Area of Application. Survey area.*

KERN

*Survey Area*

California:  
Kern

*Area of Application. Survey Area Plus*

California:  
Fresno  
Kings

LOS ANGELES

*Survey area*

California:  
Los Angeles

*Area of Application. Survey area.*

California:  
Del Norte  
Humboldt  
Mendocino

MONTEREY

*Survey area*

California:

**Pt. 532, Subpt. B, App. D**

**5 CFR Ch. I (1–1–97 Edition)**

Monterey  
*Area of Application. Survey area.*  
 ORANGE  
*Survey area*

California:  
 Orange  
*Area of Application. Survey area.*  
 RIVERSIDE  
*Survey area*

California:  
 Riverside  
*Area of Application. Survey area.*  
 SACRAMENTO  
*Survey area*

California:  
 Sacramento  
*Area of Application. Survey area plus:*  
 California:  
 San Joaquin (Effective date April 19, 1997)  
 Yuba  
 Oregon:  
 Jackson  
 Klamath  
 SAN BERNARDINO  
*Survey area*

California:  
 San Bernardino  
*Area of Application. Survey area.*  
 SAN DIEGO  
*Survey area*

California:  
 San Diego  
*Area of Application. Survey area.*  
 SAN FRANCISCO  
*Survey area*

California:  
 San Francisco  
*Area of Application. Survey area.*  
 SANTA BARBARA  
*Survey area*

California:  
 Santa Barbara  
*Area of Application. Survey area plus:*  
 California:  
 San Luis Obispo

SOLANO  
*Survey Area*

California  
 Solano  
*Area of application. Survey area plus:*  
 California  
 Marin (Effective date November 17, 1995)  
 Sonoma (Effective date November 17, 1995)  
*Area of Application. Survey area.*  
 VENTURA  
*Survey area*

California:  
 Ventura  
*Area of Application. Survey area:*  
 COLORADO  
 ADAMS-DENVER  
*Survey area*

Colorado:  
 Adams  
 Denver  
*Area of Application. Survey area plus:*  
 Colorado:  
 Arapahoe  
 Mesa  
 EL PASO  
*Survey area*

Colorado:  
 El Paso  
*Area of Application. Survey area plus:*  
 Colorado:  
 Bent  
 Otero  
 Pueblo  
 CONNECTICUT  
 NEW LONDON  
*Survey area*

Connecticut:  
 New London  
*Area of Application. Survey area plus:*  
 Connecticut:  
 New Haven  
 DELAWARE  
 KENT  
*Survey area*

Delaware:  
 Kent

**Office of Personnel Management**

*Area of Application. Survey area.*

Delaware:  
Sussex  
Maryland:  
Kent

DISTRICT OF COLUMBIA

*Survey area*

District of Columbia:  
Washington, DC

*Area of Application. Survey area.*

FLORIDA

BAY

*Survey area*

Florida  
Bay

*Area of Application. Survey area.*

BREVARD

*Survey area*

Florida:  
Brevard

*Area of Application. Survey area.*

DADE

*Survey area*

Florida:  
Dade

*Area of Application. Survey area plus:*

Florida:  
Palm Beach

DUVAL

*Survey area*

Florida:  
Duval

*Area of Application. Survey area plus:*

Florida:  
Alachua  
Clay  
Columbia  
Georgia:  
Camden

ESCAMBIA

*Survey area*

Florida:  
Escambia

*Area of Application. Survey area plus:*

Florida:  
Santa Rosa

**Pt. 532, Subpt. B, App. D**

HILLSBOROUGH

*Survey area*

Florida:  
Hillborough

*Area of Application. Survey area plus:*

Florida:  
Pinellas  
Polk

MONROE

*Survey area*

Florida:  
Monroe

*Area of Application. Survey area.*

OKALOOSA

*Survey area*

Florida:  
Okaloosa

*Area of Application. Survey area plus:*

FLORIDA

Walton

ORANGE

*Survey area*

Florida:  
Orange

*Area of Application. Survey area.*

GEORGIA

CHATHAM

*Survey area*

Georgia:  
Chatham

*Area of Application. Survey area plus:*

Georgia:  
Glynn  
Liberty  
South Carolina:  
Beaufort

CLAYTON-COBB-FULTON

*Survey area*

Georgia:  
Clayton  
Cobb  
Fulton

*Area of Application. Survey area plus:*

Georgia:  
Bartow  
Clarke  
De Kalb

**Pt. 532, Subpt. B, App. D**

COLUMBUS  
*Survey area*

Georgia:  
 Columbus  
*Area of application: Survey area plus:*

Georgia:  
 Chattahoochee  
 DOUGHERTY  
*Survey area*

Georgia:  
 Dougherty  
*Area of application. Survey area.*

HOUSTON  
*Survey area*

Georgia:  
 Houston  
*Area of application. Survey area plus:*

Georgia:  
 Laurens  
 LOWNDES  
*Survey area*

Georgia:  
 Lowndes  
*Area of application. Survey area.*

RICHMOND  
*Survey area*

Georgia:  
 Richmond  
*Area of application: Survey area plus:*

South Carolina:  
 Aiken

GUAM  
*Survey area*

Guam  
*Area of application: Survey area.*

HAWAII  
 HONOLULU  
*Survey area*

Hawaii:  
 Honolulu  
*Area of application. Survey area plus:*

Hawaii (counties):  
 Hawaii  
 Kauai  
 Maui  
 Pacific Islands

**5 CFR Ch. I (1–1–97 Edition)**

Midway Island  
 Johnston Island  
 American Samoa

IDAHO  
 ADA-ELMORE  
*Survey area*

Idaho:  
 Ada  
 Elmore  
*Area of application. Survey area.*

ILLINOIS  
*Illinois Lake Survey Area*

Illinois:  
 Lake  
*Area of application. Survey area plus:*

Illinois:  
 Cook  
 Vermilion (Effective date December 13, 1996)  
 Michigan:  
 Dickinson  
 Marquette  
 Wisconsin:  
 Dane  
 Milwaukee

ROCK ISLAND  
*Survey area*

Illinois:  
 Rock Island  
*Area of application. Survey area plus:*

Illinois:  
 Carroll

Iowa:  
 Johnson

ST. CLAIR  
*Survey area*

Illinois:  
 St. Clair  
*Area of application. Survey area plus:*

Illinois:  
 Madison  
 Williamson  
 Missouri: (cities)  
 St. Louis  
 Missouri: (counties)  
 Jefferson  
 Pulaski

KANSAS  
 SEDGWICK  
*Survey area*

Kansas:

Office of Personnel Management

Sedgwick

*Area of application. Survey area plus:*

Kansas:  
Geary  
Saline

LEAVENWORTH/JACKSON-JOHNSON

*Survey area*

Kansas:  
Leavenworth  
Missouri:  
Jackson  
Johnson

*Area of application. Survey area plus:*

Kansas:  
Shawnee  
Missouri:  
Boone  
Camden  
Cass

KENTUCKY

CHRISTIAN-MONTGOMERY

*Survey area*

Kentucky:  
Christian  
Tennessee:  
Montgomery

*Area of application. Survey area.*

*Hardin-Jefferson Survey Area*

Kentucky:  
Hardin  
Jefferson

*Area of application. Survey area plus:*

Indiana:  
Jefferson  
Martin (Effective date December 13, 1996)  
Kentucky:  
Fayette  
Madison  
Warren

LOUISIANA

BOSSIER-CADDO

*Survey area*

Louisiana:  
Bossier  
Caddo

*Area of application. Survey area plus:*

Texas:  
Bowie

ORLEANS

*Survey area*

Louisiana:

Pt. 532, Subpt. B, App. D

Orleans

*Area of application. Survey area plus:*

LOUISIANA

Plaquemines

RAPIDES

*Survey area*

Louisiana:  
Rapides

*Area of application. Survey area plus:*

Louisiana:  
Vernon

MAINE

CUMBERLAND

*Survey area*

Maine:  
Cumberland

*Area of application. Survey area plus:*

Maine:  
Aroostook  
Hancock  
Kennebec  
Knox  
Penobscot  
Sagadahoc  
Washington

YORK

*Survey area*

Maine:  
York

*Area of application. Survey area plus:*

New Hampshire:  
Rockingham  
Vermont:  
Windsor

MARYLAND

ANNE ARUNDEL

*Survey area*

Maryland:  
Anne Arundel

*Area of application. Survey area plus:*

Maryland: (cities)  
Baltimore  
Maryland: (counties)  
Baltimore

CHARLES-ST. MARYS

*Survey area*

Maryland:  
Charles



**Pt. 532, Subpt. B, App. D**

St. Marys  
*Area of application. Survey area plus:*  
 Maryland:  
   Calvert  
 Virginia:  
   King George  
       HARFORD  
       *Survey area*  
 Maryland:  
   Harford  
       *Area of application. Survey area plus:*  
 Maryland:  
   Cecil  
       MONTGOMERY-PRINCE GEORGES  
       *Survey area*  
 Maryland:  
   Montgomery  
   Prince Georges  
       *Area of application. Survey area.*  
       WASHINGTON  
       *Survey area*  
 Maryland:  
   Washington  
       *Area of application. Survey area plus:*  
 Maryland:  
   Frederick  
 West Virginia:  
   Berkeley  
       MASSACHUSETTS  
       HAMPDEN  
       *Survey area*  
 Massachusetts:  
   Hampden  
       *Area of application. Survey area plus:*  
 Connecticut:  
   Hartford  
 Massachusetts:  
   Hampshire  
       MIDDLESEX  
       *Survey Area*  
 Massachusetts:  
   Middlesex  
       *Area of application. Survey area plus:*  
 Massachusetts:  
   Norfolk  
   Plymouth  
   Suffolk  
 New Hampshire:  
   Hillsborough

**5 CFR Ch. I (1–1–97 Edition)**

MICHIGAN  
 MACOMB  
*Survey area*  
 Michigan:  
   Macomb  
       *Area of application. Survey area plus:*  
 Michigan:  
   Alpena  
   Calhoun  
   Crawford  
   Grand Traverse  
   Huron  
   Iosco  
   Leelanau  
   Ottawa  
   Saginaw  
   Washtenaw  
   Wayne  
 Ohio:  
   Ottawa  
       MINNESOTA  
       HENNEPIN  
       *Survey area*  
 Minnesota:  
   Hennepin  
       *Area of application. Survey area plus:*  
 Minnesota:  
   Morrison  
   Murray  
   Ramsey  
   Stearns  
   St. Louis  
 Wisconsin:  
   Juneau  
   Monroe  
   Polk  
       MISSISSIPPI  
       HARRISON  
       *Survey area*  
 Mississippi:  
   Harrison  
       *Area of application. Survey area plus:*  
 Alabama:  
   Mobile  
 Mississippi:  
   Forest  
   Jackson  
       LAUDERDALE  
       *Survey area*  
 Mississippi:  
   Lauderdale  
       *Area of application. Survey area plus:*  
 Mississippi:

Office of Personnel Management

Hinds  
Rankin  
Warren

LOWNDES

*Survey area*

Mississippi:  
Lowndes

*Area of application area plus:*

Alabama:  
Tuscaloosa

MONTANA

CASCADE

*Survey area*

Montana:  
Cascade

*Area of application. Survey area plus:*

Montana:  
Fergus  
Flathead  
Hill  
Lewis and Clark  
Valley  
Yellowstone

NEBRASKA

DOUGLAS-SARPY

*Survey area*

Nebraska:  
Douglas  
Sarpy

*Area of application. Survey area plus:*

Iowa:  
Marion  
Polk  
Woodbury

Nebraska:  
Hall  
Lancaster  
Saunders

South Dakota:  
Minnehaha

NEVADA

CHURCHILL-WASHOE

*Survey area*

Nevada:  
Churchill  
Washoe

*Area of Application. Survey area plus:*

California:  
Lassen  
Mono  
Nevada:  
Mineral

Pt. 532, Subpt. B, App. D

CLARK

*Survey area*

Nevada:  
Clark

*Area of Application. Survey area.*

New Jersey:  
Burlington  
*Survey Area*

New Jersey:  
Burlington  
*Area of Application. Survey area plus:*

Delaware:  
New Castle  
New Jersey:  
Atlantic  
Ocean

MONMOUTH

*Survey area*

New Jersey:  
Monmouth

*Area of Application. Survey area.*

MORRIS

*Survey area*

New Jersey:  
Morris

*Area of Application. Survey area plus:*

New Jersey:  
Somerset  
Pennsylvania:  
Monroe

OCEAN

*Survey area*

New Jersey:  
Ocean

*Area of Application. Survey area.*

NEW MEXICO

BERNALILLO

*Survey area*

New Mexico:  
Bernalillo

*Area of Application. Survey area plus:*

New Mexico:  
McKinley

DONA ANA

*Survey area*

New Mexico:  
Dona Ana

*Area of Application. Survey area plus:*

New Mexico:

Pt. 532, Subpt. B, App. D

Chaves  
Otero

NEW YORK

Jefferson Survey Area

New York  
Jefferson

*Area of Application. Survey Area Plus*

New York  
Albany  
Oneida  
Onondaga  
Ontario  
Schenectady  
Steuben

KINGS-QUEENS

*Survey area*

New York:  
Kings  
Queens

*Area of Application. Survey area plus:*

New Jersey:  
Essex  
Hudson  
New York:  
Bronx  
Nassau  
New York  
Richmond  
Suffolk

NIAGARA

*Survey area*

New York:  
Niagara

*Area of Application. Survey area plus:*

New York:  
Erie  
Genesee  
Pennsylvania:  
Erie

ORANGE

*Survey area*

New York:  
Orange

*Area of Application. Survey area plus:*

New York:  
Dutchess  
Westchester

NORTH CAROLINA

CRAVEN

*Survey area*

North Carolina:

5 CFR Ch. I (1–1–97 Edition)

Craven

*Area of Application. Survey area plus:*

North Carolina:  
Carteret  
Dare  
Onslow

CUMBERLAND

*Survey area*

North Carolina:  
Cumberland

*Area of Application. Survey area plus:*

North Carolina:  
Durham  
Rowan

ONSLow

*Survey Area*

North Carolina:  
Onslow

*Area of Application. Survey area plus:*

North Carolina:  
New Hanover (Effective date March 31,  
1993)

WAYNE

*Survey area*

North Carolina:  
Wayne

*Area of Application. Survey area plus:*

North Carolina:  
Halifax

NORTH DAKOTA

GRAND FORKS

*Survey area*

North Dakota:  
Grand Forks

*Area of Application. Survey area plus:*

North Dakota:  
Cass  
Cavalier  
Pembina  
Steele

WARD

*Survey area*

North Dakota:  
Ward

*Area of Application. Survey area plus:*

North Dakota:  
Divide

Office of Personnel Management

OHIO

*Greene-Montgomery Survey Area*

Ohio:  
Greene  
Montgomery

Area of application. Survey area plus:

Indiana:

Allen  
Grant  
Marion  
Miami

Ohio:

Clinton  
Franklin  
Hamilton  
Licking  
Ross

West Virginia:

Raleigh  
Wayne

OKLAHOMA

COMANCHE

*Survey area*

Oklahoma:  
Comanche

*Area of Application. Survey area plus:*

Oklahoma:  
Cotton  
Jackson

OKLAHOMA

*Survey area*

Oklahoma:  
Oklahoma

*Area of Application. Survey area plus:*

Oklahoma:  
Garfield  
Muskogee  
Pittsburg

PENNSYLVANIA

ALLEGHENY

*Survey area*

Pennsylvania:  
Allegheny

*Area of Application. Survey area plus:*

Ohio:

Cuyahoga  
Trumbull

Pennsylvania:

Butler  
Westmoreland

West Virginia:  
Harrison

Pt. 532, Subpt. B, App. D

MONTGOMERY

*Survey area*

Pennsylvania:  
Montgomery  
*Survey area*

Pennsylvania:  
Montgomery

*Area of Application. Survey area plus:*

Pennsylvania:

Bucks  
Chester  
Luzerne  
Philadelphia

CUMBERLAND

*Survey area*

Pennsylvania:  
Cumberland

*Area of Application. Survey area.*

FRANKLIN

*Survey area*

Pennsylvania:  
Franklin

*Area of Application. Survey area plus:*

Pennsylvania:  
Blair

LEBANON

*Survey area*

Pennsylvania:  
Lebanon

*Area of Application. Survey area plus:*

Pennsylvania:  
Columbia

YORK

*Survey area*

Pennsylvania:  
York

*Area of Application. Survey area.*

Puerto Rico

Guaynabo-San Juan

*Survey area*

Puerto Rico: (municipalities)  
Guaynabo  
San Juan

*Area of application. Survey area plus:*

Puerto Rico: (municipalities)

Aguadilla  
Isabela  
Ponce  
Salinas  
Toa Baja

**Pt. 532, Subpt. B, App. D**

Ceiba  
Vieques  
U.S. Virgin Islands:  
St. Croix  
St. Thomas

RHODE ISLAND

NEWPORT

*Survey Area*

Rhode Island:  
Newport

*Area of application. Survey area plus:*

Massachusetts:  
Barnstable  
Nantucket  
Rhode Island:  
Providence  
Washington

SOUTH CAROLINA

CHARLESTON

*Survey Area*

South Carolina:  
Charleston

*Area of Application. Survey area plus:*

South Carolina:  
Berkeley  
Horry (Effective date March 31, 1993)

RICHLAND

*Survey area*

South Carolina:  
Richland

*Area of Application. Survey area plus:*

North Carolina:  
Buncombe  
South Carolina:  
Sumpter

Tennessee:  
Washington

SOUTH DAKOTA

PENNINGTON

*Survey area*

South Dakota:  
Pennington

*Area of Application. Survey area plus:*

Montana:  
Custer  
South Dakota:  
Fall River  
Meade

Wyoming:  
Sheridan

**5 CFR Ch. I (1–1–97 Edition)**

TENNESSEE

SHELBY

*Survey area*

Tennessee:  
Shelby

*Area of Application. Survey area plus:*

Arkansas:  
Mississippi  
Missouri:  
Butler

TEXAS

BELL

*Survey area*

Texas:  
Bell

*Area of Application. Survey area plus:*

Texas:  
Burnet (Effective date October 1, 1993.)  
Coryell  
Falls

BEXAR

*Survey area*

Texas:  
Bexar

*Area of Application. Survey area plus:*

Texas:  
Comal  
Kerr  
Travis (Effective date October 1, 1993.)  
Val Verde

DALLAS

*Survey area*

Texas:  
Dallas

*Area of Application. Survey area plus:*

Texas:  
Fannin  
Galveston  
Harris

EL PASO

*Survey area*

Texas:  
El Paso

*Area of Application. Survey area.*

LUBBOCK

*Survey area*

Texas:  
Lubbock

**Office of Personnel Management**

*Area of Application. Survey area plus:*

New Mexico  
Curry  
Texas:  
Potter

*Survey area*

Texas:  
McLennan

*Area of Application. Survey area.*

NUECES

*Survey area*

Texas:  
Nueces

*Area of Application. Survey area plus:*

Texas:  
Bee  
Calhoun  
Kleberg  
San Patricio  
Webb

TARRANT

*Survey area*

Texas:  
Tarrant

*Area of Application. Survey area plus:*

Texas:  
Cooke  
Palo Pinto

TAYLOR

*Survey area*

Texas:  
Taylor

*Area of Application. Survey area.*

TOM GREEN

*Survey area*

Texas:  
Tom Green

*Area of Application. Survey area plus:*

Texas:  
Howard

WICHITA

*Survey area*

Texas:  
Wichita

**Pt. 532, Subpt. B, App. D**

*Area of Application. Survey area.*

UTAH

DAVIS-SALT LAKE-WEBER

*Survey area*

Utah:  
Davis  
Salt Lake  
Weber

*Area of Application. Survey area plus:*

Utah:  
Box Elder  
Tooele  
Uintah

VIRGINIA

ALEXANDRIA-ARLINGTON-FAIRFAX

*Survey area*

Virginia: (cities)  
Alexandria  
Virginia: (counties)  
Arlington  
Fairfax

*Area of Application. Survey area.*

CHESTERFIELD-RICHMOND

*Survey area*

Virginia: (cities)  
Richmond  
Virginia: (counties)—  
Chesterfield

*Area of Application. Survey area plus:*

Virginia: (cities)  
Bedford  
Charlottesville  
Salem  
Virginia: (counties)  
Caroline  
Nottoway  
Prince George  
West Virginia:  
Pendleton

HAMPTON-NEWPORT NEWS

*Survey area*

Virginia: (cities)  
Hampton  
Newport News

*Area of Application. Survey area plus:*

Virginia: (cities)  
Williamsburg  
Virginia: (counties)  
York

§ 532.301

NORFOLK-PORTSMOUTH-VIRGINIA BEACH

*Survey area*

Virginia: (cities)  
Norfolk  
Portsmouth  
Virginia Beach

*Area of Application. Survey area plus:*

North Carolina:  
Pasquotank  
Virginia: (cities)  
Chesapeake  
Suffolk  
Virginia: (counties)  
Accomack  
Northampton

PRINCE WILLIAM

*Survey area*

Virginia:  
Prince William

*Area of Application. Survey area plus:*

Virginia:  
Fauquier

WASHINGTON

KING

*Survey area*

Washington:  
King

*Area of Application. Survey area plus:*

Washington:  
Island  
Snohomish  
Whatcom  
Yakima

KITSAP

*Survey area*

Washington  
Kitsap

*Area of Application. Survey area plus:*

WASHINGTON

Clallam

PIERCE

*Survey area*

Washington:  
Pierce

*Area of Application. Survey area plus:*

Oregon:  
Clatsop  
Coos  
Douglas  
Multnomah

5 CFR Ch. I (1–1–97 Edition)

Tillamook  
Washington:  
Clark  
Grays Harbor

SPOKANE

*Survey area*

Washington:  
Spokane

*Area of Application. Survey area plus:*

Oregon:  
Umatilla  
Washington:  
Adams  
Walla Walla

WYOMING

LARAMIE

*Survey area*

Wyoming:  
Laramie

*Area of Application. Survey area.*

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting Appendix D to subpart B of part 532, see the List of CFR Sections Affected in the Finding Aids section of this volume.

**Subpart C—Determining Rates for Principal Types of Positions**

**§ 532.301 Definitions.**

For purposes of this subpart:

*Nearest similar wage area* means the nearest wage area which is most similar to the local wage area in terms of private employment, population, relative numbers of private employers in major industry categories, and kinds and sizes of industry establishments and in which adequate private establishments exist in the survey area whose activities are similar to those in the dominant industry.

*Principal types of appropriated or non-appropriated fund positions* means those groups of occupations which require work of a specialized nature and which are peculiar to a specific Government industry which is the dominant industry among the total wage employment in the wage area.

*Specialized private industry* means private industry establishments in those industry groups, comparable to the specialized Government industries listed in § 532.303 of this section, which

must be included in a wage survey in order to obtain data comparable to a dominant industry.

**§ 532.303 Specialized industry.**

(a)(1) Under the appropriated fund wage system, a “specialized industry” is a Federal activity engaged in the production or repair of aircraft, ammunition, artillery and combat vehicles, communication equipment, electronic equipment, guided missiles, heavy duty equipment, shipbuilding, sighting and fire control equipment, or small arms.

(2) Under the nonappropriated fund wage system a “specialized industry” includes only nonappropriated fund operated eating and drinking places. Additional industries may be considered as specialized industries upon approval of the Office of Personnel Management.

**§ 532.305 Dominant industry.**

(a)(1) A specialized industry is a “dominant industry” if the number of wage employees in the wage area who are subject to the wage schedule for which the survey is made and employed in occupations which comprise the principal types of appropriated or nonappropriated fund positions in the specialized industry comprise:

(i) For appropriated fund activities,

(A) At least 25 percent of the total wage employment or

(B) 1,000 or more employees in a wage area having more than 4,000 wage employees; and

(ii) For nonappropriated fund activities

(A) At least 25 percent of the total wage employment or

(B) 100 or more wage employees in a wage area having 400 or more wage employees.

(2) If two or more specialized industries in a wage area qualify as dominant industries, the two specialized industries having the largest number of wage employees shall be the dominant industries for purposes of applying the requirements of this subpart.

**§ 532.307 Determining whether a dominant industry exists in a wage area.**

(a) The chairperson of the local wage survey committee shall, before a full-scale wage survey is scheduled to

begin, notify all appropriated or nonappropriated fund activities having employees subject to the wage schedules for which the survey is conducted so that organizations and individuals may submit written recommendations and supporting evidence to the local wage survey committee concerning principal types of appropriated or nonappropriated fund positions in the area. Each appropriated or nonappropriated fund activity shall publicize the opportunity to make such recommendations.

(b)(1) Before conducting a full-scale wage survey an occupational inventory of employees subject to the wage schedules for which the survey is conducted shall be obtained from each appropriated or nonappropriated fund activity in the area having such employees.

(2) After reviewing the occupational inventory and considering the recommendations received pursuant to paragraph (a) of this section, the local wage survey committee shall formulate its recommendations and prepare a written report concerning the existence of specialized industries within the wage area.

(3) The report of the recommendations, the occupational inventory, and the recommendations and supporting evidence received pursuant to paragraph (a) of this section shall be forwarded to the lead agency.

(c) The lead agency shall refer the occupational inventory and the reports received pursuant to paragraph (b) of this section to the agency wage committee for its consideration and recommendation if:

(1) The lead agency proposes not to accept the recommendation of the local wage survey committee concerning the specifications of the local wage survey; or

(2) The local wage survey committee’s report is accompanied by a minority report.

(d) The lead agency shall determine, in writing, after taking into consideration the reports and recommendations received under paragraphs (b) and (c) of this section, and prior to ordering a full-scale wage survey to begin, whether the principal types of appropriated or nonappropriated fund positions in a local wage area comprise a dominant



industry. The determination shall remain in effect until the next full-scale wage survey in the area.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46179, Nov. 1, 1990]

**§ 532.309 Determining adequacy of specialized private industry.**

(a) Specialized private industry comparable to an appropriated fund dominant industry is adequate when:

(1) The survey area is one of the 25 largest Standard Metropolitan Statistical Areas, or the total number of employees of private industry establishments in the specialized private industry located in the survey area is at least equal to the total number of appropriated fund wage employees in occupations which comprise the principal types of appropriated positions in the dominant industry who are subject to the wage schedules for which the survey is made; or

(2) For any dominant industry except “ammunition,” the job matches obtained from the specialized private industry include one regular survey job in the WG-01 through 04 range, one regular survey job in the WG-05 through 08 range, one regular survey job in the WG-09 and above range, and one special survey job in the WG-09 and above range all providing at least 20 unweighted samples each; and three other regular or special survey jobs, each providing at least 10 unweighted samples.

(3) For the dominant industry “ammunition,” the job matches obtained from the specialized survey industries include one regular survey job in the WG-01 through 04 range, one special survey job in the WG-05 through 08 range, and one regular survey job in the WG-09 through 15 range, all providing at least 20 unweighted samples each; and three other regular or special survey jobs, each providing at least 10 unweighted samples.

(b) Specialized private industry comparable to a nonappropriated fund dominant industry is adequate when:

(1) The total number of employees of private industry establishments similar to the dominant industry located in the survey are at least equal to the number of nonappropriated fund wage employees in positions which comprise

the principal types of nonappropriated fund positions in the dominant industry who are subject to the wage schedules for which the survey is made; and

(2) The job matches obtained from all industries surveyed for regular survey jobs related to the dominant industry include one regular survey job in the NA-01 through 04 range providing at least 10 samples; and one regular survey job in the NA-05 through 15 range and one other regular survey job, each providing at least five samples.

**§ 532.311 Survey of specialized private industry related to a dominant industry.**

If it is determined that there are one or more dominant industries within a wage area, the lead agency shall insure that the survey includes the industries and survey jobs related to the dominant industries. When the related industry within the local wage survey area fails to meet the criteria in § 532.309 of this subpart, the lead agency shall obtain data related to the dominant industry from the survey area of the wage area which is determined to be the nearest similar area which will provide adequate data under the criteria in § 532.309 of this subpart.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46179, Nov. 1, 1990]

**§ 532.313 Private sector industries.**

(a) For appropriated fund surveys, a lead agency shall use the following private sector industries in making its determinations for each specialized industry:

*Aircraft*

- SIC 3721 Aircraft
- SIC 3724 Aircraft engines and engine parts
- SIC 3728 Aircraft parts and auxiliary equipment
- SIC 3764 Guided missile and space vehicle propulsion units and propulsion unit parts
- SIC 3769 Guided missile and space vehicle parts and auxiliary equipment
- SIC 4512 Air transportation, scheduled
- SIC 4513 Air courier services
- SIC 4522 Air transportation, nonscheduled carriers
- SIC 4581 Airports, flying fields, and airport terminal services

*Ammunition*

- SIC 2892 Explosives

## Office of Personnel Management

§ 532.313

SIC 3482 Small arms ammunition  
SIC 3483 Ammunition, except for small arms

### *Artillery and combat vehicles*

SIC 3273 Ready mixed concrete  
SIC 3489 Ordnance and accessories  
SIC 351 Engines and turbines  
SIC 3523 Farm machinery and equipment  
SIC 3524 Lawn and garden tractors and home lawn and garden equipment  
SIC 3531 Construction machinery and equipment  
SIC 3536 Hoists, industrial cranes, and monorail systems  
SIC 3537 Industrial trucks, tractors, trailers, and stackers  
SIC 3711 Motor vehicles and passenger car bodies  
SIC 3713 Truck and bus bodies  
SIC 3714 Motor vehicle parts and accessories  
SIC 3715 Truck trailers  
SIC 3795 Tanks and tank components  
SIC 4041 Railway express service  
SIC 421 Trucking, local and long distance  
SIC 4812 Radiotelephone communications  
SIC 4813 Telephone communication, except radiotelephone  
SIC 4911 Electric services  
SIC 492 Gas production and distribution  
SIC 493 Combination electric and other utility services  
SIC 501 Motor vehicles and motor vehicle parts and supplies, except SIC 5015—motor vehicle parts, used  
SIC 5082 Construction and mining machinery and equipment  
SIC 5083 Farm and garden machinery and equipment

### *Communications*

SIC 3612 Power, distribution, and specialty transformers  
SIC 3663 Radio and TV broadcasting and communication equipment  
SIC 3669 Communication equipment, not elsewhere classified  
SIC 3812 Search, navigation, guidance, aeronautical, and nautical systems, instruments, and equipment  
SIC 3825 Instruments for measuring and testing of electricity and electrical signals  
SIC 4812 Radiotelephone communications  
SIC 4813 Telephone communication, except radiotelephone  
SIC 4832 Radio broadcasting  
SIC 4833 Television broadcasting  
SIC 4841 Cable and other pay TV services  
SIC 4899 Communication services, NEC

### *Electronics*

SIC 3571 Electronic computers  
SIC 3572 Computer storage devices  
SIC 3575 Computer terminals

SIC 3577 Computer peripheral equipment, not elsewhere classified  
SIC 3663 Radio and TV broadcasting and communication equipment  
SIC 3669 Communication equipment, not elsewhere classified  
SIC 3672 Printed circuit boards  
SIC 3674 Semi-conductors and related devices  
SIC 3675 Electronic capacitors  
SIC 3676 Resistor, for electronic applications  
SIC 3677 Electronic coils, transformers, and other inductors  
SIC 3678 Connectors, for electronic applications  
SIC 3679 Electronic components, not elsewhere classified  
SIC 3695 Recording media  
SIC 3812 Search, navigation, guidance, aeronautical, and nautical systems, instruments, and equipment  
SIC 5044 Office equipment  
SIC 5045 Computer and computer peripheral equipment and software

### *Guided missiles*

SIC 3571 Electronic computers  
SIC 3572 Computer storage devices  
SIC 3575 Computer terminals  
SIC 3577 Computer peripheral equipment, not elsewhere classified  
SIC 3663 Radio and TV broadcasting and communication equipment  
SIC 3669 Communication equipment, not elsewhere classified  
SIC 3724 Aircraft engines and engine parts  
SIC 3728 Aircraft parts and auxiliary equipment  
SIC 3761 Guided missiles and space vehicles  
SIC 3764 Guided missile and space vehicle propulsion units and propulsion unit parts  
SIC 3769 Guided missile and space vehicle parts and auxiliary equipment  
SIC 3812 Search, navigation, aeronautical, and nautical systems, instruments, and equipment  
SIC 8711 Engineering services  
SIC 8712 Architectural services  
SIC 8713 Surveying services

### *Heavy duty equipment*

SIC 3531 Construction machinery and equipment  
SIC 3536 Hoists, industrial cranes, and monorail systems  
SIC 3537 Industrial trucks, tractors, trailers, and stackers  
SIC 5082 Construction and mining machinery and equipment

### *Shipbuilding*

SIC 3731 Shipbuilding and repairing

§ 532.315

5 CFR Ch. I (1–1–97 Edition)

*Sighting and fire control equipment*

SIC 3571 Electronic computers  
 SIC 3572 Computer storage devices  
 SIC 3575 Computer terminals  
 SIC 3577 Computer peripheral equipment, not elsewhere classified  
 SIC 3663 Radio and TV broadcasting and communication equipment  
 SIC 3669 Communication equipment, not elsewhere classified  
 SIC 3812 Search, navigation, guidance, aeronautical, and nautical systems, instruments, and equipment  
 SIC 3827 Optical instruments and lenses

*Small arms*

SIC 3484 Small arms.

(b) Industries in SICs 3273, 4041, 421, 4812, 4813, 4911, 492 and 493, listed in paragraph (a) of this section are limited in special job coverage to automotive mechanic, diesel engine mechanic, and heavy mobile equipment mechanic.

(c) For nonappropriated fund surveys, the lead agency shall use SIC 581 (eating and drinking places industry) in making its determination for a specialized industry.

[55 FR 46179, Nov. 1, 1990; 55 FR 52267, Dec. 21, 1990]

**§ 532.315 Additional survey jobs.**

(a) For appropriated fund surveys, when the lead agency adds to the industries to be surveyed, it shall add to the required survey jobs the specialized survey jobs listed below opposite the industry added:

Specialized industry	Specialized survey jobs	Grade
Aircraft .....	Electronics Mechanic .....	WG–11
	Aircraft Structures Assembler B .....	WG–7
	Aircraft Structures Assembler A .....	WG–9
	Aircraft Mechanic .....	WG–10
	Aircraft Mechanic includes .....	
	Aircraft Electrician .....	WG–10
	Aircraft Welder .....	WG–10
	Aircraft Sheetmetal Worker .....	WG–10
	Hydromechanical Fuel Control Repairer .....	WG–10
	Aircraft Engine Mechanic .....	WG–10
	Aircraft Jet Engine Mechanic .....	WG–10
	Flight Line Mechanic .....	WG–10
	Aircraft Attendant (ground services) .....	WG–7
Ammunition ...	Munitions Handler .....	WG–4
	Munitions Operator .....	WG–4
	Munitions Operator .....	WG–6
	Munitions Operator .....	WG–8
	Munitions Operator .....	WG–9
	Explosives Operator .....	WG–9

Specialized industry	Specialized survey jobs	Grade
Artillery and combat vehicles.	Automotive Mechanic (limited to data obtained in special industries).	WG–10
	Heavy Mobile Equipment Mechanic.	WG–10
	Artillery Repairer .....	WG–9
	Combat Vehicle Mechanic .....	WG–8
	Combat Vehicle Mechanic (Engine).	WG–10
Communications.	Combat Vehicle Mechanic .....	WG–11
	Diesel Engine Mechanic (limited to data obtained in special industries).	WG–10
	Telephone Installer-Repairer .....	WG–9
	Central Office Repairer .....	WG–11
	Electronic Test Equipment Repairer.	WG–11
Electronics ....	Television Station Mechanic .....	WG–11
	Electronics Mechanic .....	WG–11
	Industrial Electronic Controls Repairer.	WG–10
	Electronic Test Equipment Repairer.	WG–11
	Electronic Computer Mechanic ..	WG–11
Guided missiles.	Television Station Mechanic .....	WG–11
	Electronic Computer Mechanic ..	WG–11
	Guided Missile Mechanical Repairer.	WG–11
Heavy duty equipment.	Heavy Mobile Equipment Mechanic.	WG–10
	Shipbuilding ...	
Sighting and fire control.	Electronics Mechanic .....	WG–11
	Electrician, Ship .....	WG–10
	Pipefitter, Ship .....	WG–10
	Shipfitter .....	WG–10
	Shipwright .....	WG–10
	Machinist (Marine) .....	WG–10
	Electronic Computer Mechanic ..	WG–11
	Fire Control Instrument Repairman.	WG–11
	Electronic Fire Control Systems Repairer.	WG–11
	Electronic Fire Control Systems Repairer.	WG–12
Small arms ....	Electronic Fire Control Systems Repairer.	WG–13
	Small Arms Repairer .....	WG–8

(b) For nonappropriated fund surveys, a lead agency must obtain prior approval of OPM to add a job not listed in § 532.223 of this subpart.

[55 FR 46180, Nov. 1, 1990]

**§ 532.317 Use of data from the nearest similar area.**

(a)(1) For prevailing rate employees other than those in the Department of Defense, the lead agency shall, in establishing the regular schedule under the provisions of this subpart, analyze and use the acceptable data from the nearest similar wage area together with the data obtained from inside the local wage survey area. The regular schedule for Department of Defense

prevailing rate employees shall be based on local wage data only.

(2) The total number of job matches obtained from the nearest similar wage area shall be equal to the number required for adequacy in § 532.309(a) (2) and (3) of this subpart for appropriated fund surveys and § 532.309(b)(2) of this subpart for nonappropriated fund surveys.

(3) Data shall be selected for inclusion on the basis of the most populous survey jobs as determined by the weighted job matches found in the dominant industry in the selected reference area. In identifying survey jobs for which reference area samples will be included, the jobs required at limited grade ranges shall be selected before jobs in the unlimited grade range. When there is a tie in the selection procedure, the highest graded job shall be selected first.

(4) If there are two dominant industries for which data are obtained from nearest similar areas, the procedure described in paragraph (a)(2) of this section shall be applied independently for each of the specialized industries.

(b)(1) The wage rates established for a grade by using data from the nearest similar area may not exceed the wage rates for the same grade in the nearest similar area.

(2) If data are obtained from two nearest similar areas for two dominant industries, the wage rates established for a grade by using these data may not exceed the higher of the wage rates for the same grade in the two nearest similar areas.

(c) The wage data obtained from the nearest similar area or areas may not be used to reduce the wage rates for any grade in the local area below the rates that would be established for that grade without the use of the data from the nearest similar area or areas.

[46 FR 21344, Apr. 10, 1981, as amended at 54 FR 38197, Sept. 15, 1989. Redesignated and amended at 55 FR 46179, Nov. 1, 1990]

## Subpart D—Pay Administration

### § 532.401 Definitions.

In this subpart:

*Change to lower grade* means a change in the position of an employee who, while continuously employed—

(1) Moves from a position in one grade of a prevailing rate schedule established under this part to a position in a lower grade of the same type prevailing rate schedule, whether in the same or different wage area;

(2) Moves from a position under a prevailing rate schedule established under this part to a position under a different prevailing rate schedule (e.g., WL to WG) with a lower representative rate; or

(3) Moves from a position not under a prevailing rate schedule to a position with a lower representative rate under a prevailing rate schedule.

*Equivalent increase* means an increase or increases in an employee's rate of basic pay equal to or greater than the difference between the rate of pay for the grade and step occupied by the employee and the rate of pay for the next higher step of that grade, except in the situations specified in § 532.417 of this subpart. In the case of a promotion, the grade and step occupied means the grade and step to which promoted.

*Existing scheduled rate of pay* means the scheduled rate of pay received immediately before the effective date of a transfer, reassignment, promotion, change to a lower grade, within-grade increase, or revision of a wage schedule.

*Highest previous rate* means the highest scheduled rate of pay previously paid to a person while employed in a job in any branch of the Federal Government, a mixed-ownership corporation, or the government of the District of Columbia. It is based on a regular tour of duty under an appointment not limited to 90 days or less, or for a continuous period of no less than 90 days under one or more appointments without a break in service.

*Promotion* means a change in the position of an employee who, while continuously employed—

(1) Moves from a position in one grade of a prevailing rate schedule established under this part to a position in a higher grade of the same type prevailing rate schedule, whether in the same or different wage area;

(2) Moves from a position under a prevailing rate schedule established under this part to a position under a different prevailing rate schedule (e.g.,

### § 532.403

WG to WL) with a higher representative rate; or

(3) Moves from a position not under a prevailing rate schedule to a position with a higher representative rate under a prevailing rate schedule.

*Rate of basic pay* means the scheduled rate of pay plus any night or environmental differential.

*Reassignment* means a change of an employee, while serving continuously in the same agency, from one job to another without promotion or change to a lower grade.

*Representative rate* means the going rate, i.e., the rate or step keyed to the prevailing rate determination. For example:

(1) The established rate on a single rate schedule;

(2) The second rate on a five-rate regular wage schedule;

(3) The fourth rate on the General Schedule; or

(4) The fourth rate of a class under the Foreign Service Officer and Foreign Service Staff schedule.

*Retained rate* means the rate of pay an employee is receiving which is higher than the maximum scheduled rate of pay of the Federal Wage System grade or pay level to which the employee is assigned.

*Scheduled rate of pay* means the rate of pay fixed by law or administrative action, including a retained rate of pay, for the job held by an employee before any deductions and exclusive of additional pay of any kind.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46180, Nov. 1, 1990; 60 FR 62701, Dec. 7, 1995]

### § 532.403 New appointments.

(a) Except as provided in paragraphs (b) and (c) of this section, a new appointment to a position shall be made at the minimum rate of the appropriate grade.

(b) An agency may make a new appointment at a rate above the minimum rate of the appropriate grade in recognition of an appointee's special qualifications.

(c) An agency shall make a new appointment at a step-rate above the minimum rate of a grade if the lead agency for the wage area has designated, in accordance with § 532.249, a

### 5 CFR Ch. I (1–1–97 Edition)

step-rate above the first step-rate of a grade as the minimum step-rate at which a position may be filled.

[46 FR 21344, Apr. 10, 1981, as amended at 58 FR 32274, June 9, 1993]

### § 532.405 Use of highest previous rate.

(a)(1) Subject to the provisions of § 532.407 of this subpart and part 536 of this chapter, when an employee is re-employed, reassigned, transferred, promoted, or changed to a lower grade, the agency may fix the pay at any rate of the new grade which does not exceed the employee's highest previous rate.

(2) However, if the employee's highest previous rate falls between two step-rates of the new grade, the agency may fix the pay at the higher of the two.

(b)(1) When an employee's type of appointment is changed in the same job, an agency may continue to pay the existing scheduled rate or may pay any higher rate of the grade which does not exceed the employee's highest previous rate.

(2) However, if the highest previous rate falls between two step rates of the grade, the agency may pay the higher rate.

(c)(1) The highest previous rate, if earned in a wage job, is the current rate of the grade and step-rate of the former job on the same type of wage schedule in the wage area in which the employee is being employed, or the actual earned rate, whichever is higher.

(2) If earned on a General Schedule or another pay system other than the Federal Wage System, it is the current rate for the same grade and rate of that schedule.

(d) The highest previous rate may be based upon a rate of pay received during a temporary promotion, so long as the temporary promotion is for a period of not less than 1 year. This limitation does not apply upon permanent placement in a position at the same or higher grade.

[46 FR 21344, Apr. 10, 1981, as amended at 60 FR 62701, Dec. 7, 1995]

**§ 532.407 Promotion.**

(a) An employee who is promoted is entitled to be paid at the lowest scheduled rate of the grade to which promoted which exceeds the employee's existing scheduled rate of pay by at least four percent of the representative rate of the grade from which promoted.

(b) If there is no rate in the grade to which an employee is promoted which meets the requirement of paragraph (a) of this section the employee shall be entitled to the higher of: (1) the existing scheduled rate of pay in accordance with part 536 of this chapter; or (2) the maximum scheduled rate of the grade to which promoted.

(c) If the promotion is to a position in a different wage area, the agency shall determine the employee's pay entitlement as if there were two pay actions—a promotion and a reassignment—and shall process them in the order which gives the employee the maximum benefit.

**§ 532.409 Grading or regrading of positions.**

Except as provided in § 532.703(b)(10), a change in an employee's rate of basic pay as a result of the grading or regrading of the employee's position shall be effective on the date the grading or regrading action is finally approved by the agency or on a subsequent specifically stated date.

**§ 532.411 Details.**

An appropriated fund employee detailed to a position other than the position to which appointed shall be paid at the rate of the position to which appointed.

**§ 532.413 Simultaneous action.**

(a) If an employee becomes entitled to more than one pay change at the same time, the employing agency shall process the pay changes in the order which will provide the maximum benefit, except as required by paragraph (b) of this section.

(b) If an employee becomes entitled to an increase in pay and subject to a personnel or appointment change at the same time, the increased rate of pay is deemed to be the employee's existing scheduled rate of pay when the

personnel or appointment change is processed.

**§ 532.415 Application of new or revised wage schedules.**

(a) The head of each installation or activity in a wage area shall place new or revised wage schedules into effect at the beginning of the first full shift on the date specified on the schedule by the lead agency.

(b) No agency may retroactively change any personnel or pay actions taken between the effective date of a new or revised wage schedule and the date it is actually put into effect if the personnel or pay actions taken during this period of time are more advantageous to an employee than the same personnel or pay action would have been had the new or revised wage schedule been placed into effect on the date specified by the lead agency.

(c) In applying a new or revised wage schedule, the scheduled rate of pay of an employee paid at one of the steps of the employee's grade on an old wage schedule shall be adjusted upward to the newly adjusted rate for the same numerical step of the grade whenever there is an increase in rates. Except when there is a decrease in wage rates because of a statutory reduction in scheduled rates, the employee is entitled to pay retention as provided in 5 CFR 536.104(a)(3).

[46 FR 21344, Apr. 10, 1981, as amended at 60 FR 62701, Dec. 7, 1995]

**§ 532.417 Within-grade increases.**

(a) An employee paid under a regular Federal Wage System schedule with a work performance rating of satisfactory or better shall advance automatically to the next higher step within the grade in accordance with section 5343(e)(2) of title 5, United States Code.

(b) Waiting periods for within-grade increases shall begin:

(1) On the first day of a new appointment as an employee subject to this part;

(2) On the first day of a period of service after a break in service or time in a nonpay status in excess of 52 weeks; or

(3) On receipt of an equivalent increase.

(c) Creditable service. The following periods of time shall be considered creditable service for purposes of waiting periods for within-grade increases:

(1) Time during which an employee is in receipt of pay, including periods of leave with pay;

(2) Time during which an employee with a prearranged regular scheduled tour of duty is in a nonpay status to the extent that the time in a nonpay status does not exceed, in the aggregate:

(i) One workweek in the waiting period for step 2;

(ii) Three workweeks in the waiting period for step 3; or

(iii) Four workweeks in the waiting period for steps 4 and 5;

(3) Time during which an employee or former employee is on leave of absence or is separated from Federal service and is entitled to continuation of pay or compensation under subchapter I of chapter 81 of title 5, United States Code. This does not apply to prevailing rate employees within a Department of Defense or Coast Guard nonappropriated fund instrumentality;

(4) A period of military service when:

(i) An employee is on leave of absence to perform such service and returns to pay status through the exercise of a restoration right provided by law, Executive order, or regulation; or

(ii) A former employee is reemployed with the Federal Service not later than 52 calendar weeks after separation from such service or hospitalization continuing thereafter for a period of not more than one year. Military service means honorable active service in the Armed Forces, in the Regular or Reserve Corps of the Public Health Service after June 30, 1960, or as a commissioned officer of the Environmental Science Services Administration after June 30, 1961, but does not include service in the National Guard, except when ordered to active duty in the service of the United States.

(5) The time between an employee's separation from an earlier position and the date of the employee's return to a civilian position through the exercise of a reemployment right granted by law, Executive Order, or regulation;

(6) Time during which an employee is performing service, which is creditable

under section 8332(b) (5) or (7) of title 5, United States Code;

(7) The time during which an employee is detailed to a non-Federal position under subchapter VI of chapter 33 of title 5, United States Code; and

(8) Nonworkdays intervening between an employee's last regularly scheduled workday in one position and the first regularly scheduled workday in a new position.

(9) Time during which an employee is temporarily employed by another agency in a position covered by this subpart.

(d) Effective date. A within-grade increase shall be effective at the beginning of the first applicable pay period following the day an employee becomes eligible for the increase.

(e) *Equivalent increase*. The following shall not be counted as equivalent increases:

(1) Application of a new or revised wage schedule or application of a new pay or evaluation plan;

(2) Payment of additional compensation in the form of nonforeign or foreign post differentials or nonforeign cost-of-living allowances;

(3) Adjustment of the General Schedule;

(4) Premium payment for overtime and holiday duty;

(5) Payment of night shift differential;

(6) Hazard pay differentials;

(7) Payment of rates above the minimum rate of the grade in recognition of specific qualifications, or in jobs in specific hard-to-fill occupations;

(8) Correction of an error in a previous demotion or reduction in pay;

(9) Temporary limited promotion followed by change to lower grade to the former or a different lower grade;

(10) A transfer or reassignment in the same grade and step to another local wage area with a higher wage schedule;

(11) Repromotion to a former or intervening grade of any employee whose earlier change to lower grade was not for cause and was not at the employee's request; and

(12) An increase resulting from the grant of a quality step increase under the General Schedule.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 37055, Sept. 21, 1984; 55 FR 46180, Nov. 1, 1990]

#### § 532.419 Grade and pay retention.

(a) In accordance with section 9(a)(1) of Public Law 92-392 (86 Stat. 564, 573), an employee's initial rate of pay on conversion to a wage schedule established under the provisions of subchapter IV of chapter 53, title 5, United States Code, shall be determined under conversion rules prescribed by the Office of Personnel Management.

(b) Except as provided in paragraph (a) of this section, an employee's eligibility for grade and/or pay retention shall be determined in accordance with the provisions of part 536 of this title.

### Subpart E—Premium Pay and Differentials

#### § 532.501 Definitions.

In this subpart:

*Administrative workweek* means a period of seven consecutive calendar days.

*Basic workweek* for full time employees means the days and hours within an administrative workweek which make up the employee's regularly scheduled 40-hour workweek.

*Environmental differential* means a differential paid for a duty involving unusually severe hazards or working conditions.

*Irregular or occasional overtime work* means overtime work which is not part of the regularly scheduled administrative workweek.

*Night shift differential* means the differential paid the employee when the majority of regularly scheduled non-overtime hours worked fall between 3 p.m. and 8 a.m.

*Overtime work* means authorized and approved hours of work performed by an employee in excess of eight hours in a day or in excess of 40 hours in an administrative workweek, and includes irregular or occasional overtime work and regular overtime work.

*Premium pay* means additional compensation for overtime, or Sunday work, and standby duty.

*Sunday work* means work performed during a regularly scheduled tour of duty within a basic workweek when any part of that work which is not overtime work is performed on Sunday.

*Regular overtime work* means overtime work which is a part of the regularly scheduled administrative workweek.

*Regularly scheduled administrative workweek* means:

(1) For full-time employees, the period within an administrative workweek within which employees are scheduled to be on duty regularly.

(2) For part-time employees, it means the days and hours within an administrative workweek during which these employees are scheduled to be on duty regularly.

*Tour of duty* means the hours of a day, i.e., a daily tour of duty, and the days of an administrative workweek, i.e., a weekly tour of duty, that are scheduled in advance and during which an employee is required to perform on a regularly recurring basis.

#### § 532.503 Overtime pay.

(a)(1) Employees who are exempt from the overtime pay provisions of the Fair Labor Standards Act of 1938, as amended, shall be paid overtime pay in accordance with 5 U.S.C. 5544 and this section. Employees who are non-exempt shall be paid overtime pay in accordance with part 551 of this chapter.

(2) Hours of work in excess of eight in a day are not included in computing hours of work in excess of 40 hours in an administrative workweek.

(b) *Effect of leave on overtime pay.* (1) Hours during which an employee is absent from duty on paid leave during time when the employee otherwise would have been required to be on duty shall be considered hours of work in determining whether the employee is entitled to overtime pay for work performed in excess of eight hours a day or 40 hours a week.

(2) For the purposes of paragraph (b)(1) of this section paid leave includes but is not limited to:

(i) Annual or sick leave;



(ii) Authorized absence on a day off from duty granted by Executive or administrative order; or

(iii) Authorized absence on a legal holiday;

(3) Hours during which an employee is absent from duty on leave without pay during a time when he/she otherwise would have been required to be on duty shall not be considered hours of work in determining whether he/she is entitled to overtime pay for work performed in excess of eight hours in a day or 40 hours in a week.

(c) *Callback overtime work.* Irregular or occasional overtime work performed by an employee on a day when work was not regularly scheduled for the employee or for which the employee has been required to return to the place of employment shall be considered to be at least two hours in duration for the purpose of overtime pay, regardless of whether the employee performs work for two hours.

(d)(1) An employee regularly assigned to a night shift, who performs overtime work which extends into or falls entirely within a day shift, shall be entitled to overtime pay computed on the night rate.

(2) When the overtime is performed on a nonworkday the employee shall be entitled to overtime pay computed on the rate of the employee's last previous regularly scheduled shift.

(e)(1) An employee regularly assigned to a rotating schedule involving work on both day and night shifts who performs overtime work which extends or falls entirely within the succeeding shift shall be entitled to overtime pay computed on the rate of the employee's regularly scheduled shift in effect for that calendar day.

(2) When the overtime is performed on a nonworkday, the employee shall be entitled to overtime pay computed on the average rate of basic pay for all regularly scheduled shifts worked by the employee during the basic workweek.

(f) For an employee covered by 5 U.S.C. 5544, hours in a standby or on-call status or while sleeping or eating shall not be credited for the purpose of

determining hours of work in excess of 8 hours in a day.

[46 FR 21344, Apr. 10, 1981, as amended at 56 FR 20341, May 3, 1991; 57 FR 59279, Dec. 15, 1992]

**§ 532.505 Night shift differentials.**

(a) Employees shall be entitled to receive night shift differentials in accordance with section 5343 of title 5, United States Code.

(b) *Absence on holidays.* An employee regularly assigned to a shift for which a night shift differential is payable shall be paid the night shift differential for a period of excused absence on a legal holiday or other day off from duty granted by Executive or administrative order.

(c) *Travel status.* An employee regularly assigned to a shift for which a night shift differential is payable shall be paid the night shift differential for hours of the employee's tour of duty while in official travel status, regardless of whether the employee is performing work.

(d) *Temporary tour of duty.* (1) An employee regularly assigned to a night shift who is temporarily assigned to a day shift or to a night shift having a lower night shift differential shall continue to receive the regular night shift differential, a temporary detail for training purposes is also included—see 5 CFR 410.602.

(2) An employee regularly assigned to a night shift, who is temporarily assigned to another night shift having a higher differential, shall be paid the higher differential if a majority of the employee's regularly scheduled non-overtime hours of work on the temporary shift fall within hours having the higher differential.

(3) An employee regularly assigned to a day shift who is temporarily assigned to a night shift shall be paid a night shift differential.

(e) *Leave with pay.* (1) An employee regularly assigned to a night shift shall be paid a night shift differential during a period of leave with pay.

(2) An employee regularly assigned to a day shift who is temporarily assigned to a night shift shall be paid a night shift differential for any leave with pay taken when scheduled to work night shifts.

(3) An employee assigned to a regular rotating schedule involving work on both day and night shifts shall be paid a night shift differential only for any leave with pay taken when scheduled to work night shifts.

(4) An employee who is not regularly assigned to a day shift or a night shift but whose shift is changed at irregular intervals shall be paid a night shift differential during leave with pay if the employee received a night shift differential for the last shift worked preceding leave with pay.

**§ 532.507 Pay for holiday work.**

(a) An employee who is entitled to holiday premium pay and who performs work on a holiday which is not overtime work shall be paid the employee's rate of basic pay plus premium pay at a rate equal to the rate of basic pay.

(b) An employee shall be paid for overtime work performed on a holiday at the same rate as for overtime on other workdays.

(c) An employee who is entitled to holiday premium pay and who is required to report for work on a holiday shall be paid at least two hours of holiday pay whether or not work is actually performed.

**§ 532.509 Pay for Sunday work.**

A wage employee whose regular work schedule includes an 8-hour period of service which is not overtime work, a part of which is on Sunday, is entitled to additional pay under the provisions of section 5544 of title 5, United States Code.

[46 FR 21344, Apr. 10, 1981, as amended by 58 FR 3201, Jan. 8, 1993]

**§ 532.511 Environmental differentials.**

(a) Entitlements to environmental differential pay.

(1) In accordance with section 5343(c)(4) of title 5, United States Code, an employee shall be paid an environmental differential when exposed to a working condition or hazard that falls within one of the categories approved by the Office of Personnel Management.

(2) Each installation or activity must evaluate its situations against the guidelines issued by the Office of Personnel Management to determine

whether the local situation is covered by one or more of the defined categories.

(b) Amount of environmental differential payable.

(1) An employee entitled to an environmental differential shall be paid an amount equal to the percentage rate authorized by the Office of Personnel Management for the category in which the working condition or hazard falls, multiplied by the rate for the second step of WG-10 for the appropriated fund employees and NA-10 for the nonappropriated fund employees on the current regular non-supervisory wage schedule for the wage area for which the differential is payable, counting one-half cent and over as a whole cent.

(2) An employee entitled to an environmental differential on an actual exposure basis shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one quarter hour for each 15 minutes or portion thereof in excess of 15 minutes. Entitlement begins with the first instance of exposure and ends one hour later, except that when exposure continues beyond the hour, it shall be considered ended at the end of the quarter hour in which exposure actually terminated.

(3) An employee entitled to an environmental differential on the basis of hours in a pay status shall be paid for all hours in a pay status on the day on which he/she is exposed to the situation.

(4) An employee may not be paid more than one environmental differential for a particular period of work.

(5) The payment of environmental differential pay is computed on the basis of the highest environmental differential rate authorized during the period of entitlement.

(6) The number of hours an employee is paid environmental differential shall not exceed the number of hours of duty performed by the employee on the day of exposure except as required by paragraph (b)(3) of this section.

(c) *Basic pay.* Environmental differential pay is part of basic pay and shall be used to compute premium pay (pay for overtime, holiday, or Sunday

work), the amount from which retirement deductions are made, and the amount on which group life insurance is based. It is not part of basic pay for purposes of lump-sum annual leave payments and severance pay nor is its loss an adverse action.

(d) The schedule of environmental differentials is set out as appendix A to this subpart and is incorporated in and made a part of this section.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 49841, Dec. 24, 1984; 55 FR 46180, Nov. 1, 1990]

**§ 532.513 Flexible and compressed work schedules.**

Federal Wage System employees, other than Nonappropriated Fund employees of the Armed Forces as defined in 5 U.S.C. 2105(c), who are authorized

to work flexible and compressed work schedules under sections 6122 and 6127 of 5 U.S.C. shall be paid premium pay in accordance with the provisions of subchapter II of chapter 61 of title 5, United States Code. Subpart D of part 610 of this title supplements that subchapter and must be read with it.

[49 FR 37055, Sept. 21, 1984]

**APPENDIX A TO SUBPART E OF PART 532—SCHEDULE OF ENVIRONMENTAL DIFFERENTIALS PAID FOR EXPOSURE TO VARIOUS DEGREES OF HAZARDS, PHYSICAL HARDSHIPS, AND WORKING CONDITIONS OF AN UNUSUAL NATURE**

This appendix lists the environmental differentials authorized for exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature.

**PART I.—PAYMENT FOR ACTUAL EXPOSURE**

Differential rate (percent)	Category for which payable	Effective date
100	1. <i>Flying</i> . Participating in flights under one or more types of the following conditions ..... a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane; b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload; c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles; d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data; e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight; f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests; g. Low-level flights in small aircraft including helicopters at altitude of 150 meters (500 feet) and under in daylight and 300 meters (1,000 feet) and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 150 meters (500 feet); h. Low-level flights in an aircraft flying at altitudes of 60 meters (200 feet) and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations; i. Flights involving launch or recovery aboard an aircraft carrier; j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 20 meters per second <sup>2</sup> (2 gravity) conditions;	Nov. 1, 1970.
25	2. <i>High work</i> ..... a. Working on any structure of at least 30 meters (100 feet) above the ground, deck, floor or roof, or from the bottom of a tank or pit; b. Working at a lesser height: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.	Nov. 1, 1970.
15	3. <i>Floating targets</i> . Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970.
4	4. <i>Dirty work</i> . Performing work which subjects the employee to soil of body or clothing: a. Beyond that normally to be expected in performing the duties of the classification; and	Nov. 1, 1970.

## PART I.—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (per-cent)	Category for which payable	Effective date
	b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc); or	
	c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	
4	5. <i>Cold work.</i> a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)).	Nov. 1, 1970.
	b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977.
4	6. <i>Hot work.</i> a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit).	Nov. 1, 1970.
	b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977.
4	7. <i>Welding preheated metals.</i> Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 66 degrees Celsius (150 degrees Fahrenheit) or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970.
4	8. <i>Micro-soldering or wire welding and assembly.</i> Working with binocular-type microscopes under conditions which severely restrict the movement of the employee and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components..	Nov. 1, 1970.
25	9. <i>Exposure to hazardous weather or terrain.</i> Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: <i>Examples:</i> —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rockfalls or avalanches. —Traveling in the secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 30 meters (100 feet), when there is danger of rock, mud, or snowslides —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snowtrails, in sparsely settled or isolated areas to isolated installations when there is danger of avalanches, or during “whiteout” phenomenon which limits visibility to less than 3 meters (10 feet) —Working or traveling in sparsely settled or isolated areas with exposure to temperatures and/or wind velocity shown to be of considerable or very great danger on the windchill chart (Exhibit 1 of this appendix), and shelter (other than temporary shelter) or assistance is not readily available —Snowplowing or snow and ice removal on primary, secondary or other class of roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow-stakes, “whiteout” conditions, or sloping icepack covering the snow	July 1, 1972.
25	10. <i>Unshored work.</i> Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following: <i>Examples:</i> —Working adjacent to the walls of an unshored excavation at depths greater than 1.8 meters (6 feet) (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose; that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway have been installed —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition	July 1, 1972.
15	11. <i>Ground work beneath hovering helicopter.</i> Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972.

## PART I.—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (per-cent)	Category for which payable	Effective date
15	<p>12. <i>Hazardous boarding or leaving of surface craft.</i> Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (0.9 meter (3 feet) and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>—Boarding or leaving vessels at sea.</li> <li>—Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines</li> <li>—Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock</li> <li>—Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice</li> </ul>	July 1, 1972.
8	<p>13. <i>Cargo handling during lightering operations.</i> Off-lading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.</p>	July 1, 1972.
15	<p>14. <i>Duty aboard surface craft.</i> Duty aboard a surface craft when the deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following:.</p> <p>Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 56 km/h (35 m.p.h.) (classified as gale winds) or in water search and rescue operations at night</p> <ul style="list-style-type: none"> <li>—Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 56 km/h (35 m.p.h.), and/ or when seas are in excess of 4.3 meters (14 feet), or when working on outside decks when decks are slick and icy when swells are in excess of 0.9 meter (3 feet)</li> <li>—When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 7.7 meters per second (15 knots); or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures</li> <li>—Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (6.2-meter-per-second (12-knot) winds and 0.9 meter (3-foot) waves) and the work is done on relatively unprotected deck areas</li> <li>—Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way</li> <li>—Duty performed on floating platforms, camels, or rafts, using tools equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water</li> </ul>	July 30, 1972.
50	<p>15. <i>Work at extreme heights.</i> Working at heights 30 meters (100 feet) or more above the ground, deck, floor or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures:</p> <ul style="list-style-type: none"> <li>(1) If the footing is unsure or the structure is unstable; or</li> <li>(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or a similar support); or</li> <li>(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous</li> </ul>	Oct. 22, 1972.
6	<p>16. <i>Fibrous Glass Work.</i> Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.</p>	Feb. 28, 1975.
50	<p>17. <i>High Voltage Electrical Energy.</i> Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.</p>	Apr. 11, 1977.
6	<p>18. <i>Welding, Cutting or Burning in Confined Spaces.</i> Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 4.3 meters (14 feet) over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.</p>	Jan. 18, 1978.

## PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate (per-cent)	Category for which payable	Effective date
50	1. <i>Duty aboard submerged vessel.</i> Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged.	Nov. 1, 1970.
8	2. <i>Explosives and incendiary material—high degree hazard.</i> Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees. <i>Examples</i> —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder —Manufacture and distribution of raw nitroglycerine —Nitration, neutralization, crystallization, purification, screening and drying of high explosives —Manufacture of propellants, high explosives and incendiary materials —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives —Manufacture of primary or initiating explosives such as lead azide —Manufacture of primer or detonator mix —Loading and assembling high-energy output flare pellets —All dry-house activities involving propellants or explosives —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies —Handling or engaging in destruction operations on an armed (or potentially armed) warhead	Nov. 1, 1970.
4	3. <i>Explosives and incendiary material—low degree hazard.</i> a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury <i>Examples</i> —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations —Load, assembly and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals —Proof-testing weapons with a known overload of powder or charges —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test and installation of aerospace vehicle egress and jettison systems and other cartridge actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur	Nov. 1, 1970.  Mar. 13, 1977.

## PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (per-cent)	Category for which payable	Effective date
8	<p>4. <i>Poisons (toxic chemicals)—high degree hazard.</i> Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury.</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> <li>—Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death)</li> <li>—Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions</li> <li>—Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents</li> <li>—Demilitarizing and neutralizing toxic chemical munitions and chemical agents</li> <li>—Handling or working with toxic chemicals in restricted areas during production operations</li> <li>—Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects</li> <li>—Recording analytical and biological tests results where subject to above types of exposure</li> <li>—Visually examining chemical agents to determine conditions or detect leaks in storage containers</li> <li>—Transferring chemical agents between containers</li> <li>—Salvaging and disposing of chemical agents</li> </ul>	Nov. 1, 1970.
4	<p>5. <i>Poisons (toxic chemicals)—low egress hazard.</i> a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.</p> <p>b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury</p> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>—Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored</li> </ul>	Nov. 1, 1970.  Mar. 13, 1977.
8	<p>6. <i>Micro-organisms—high degree hazard.</i> Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserins and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury.</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> <li>—Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production</li> <li>—Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis</li> </ul>	Nov. 1, 1970.
4	<p>7. <i>Micro-organisms—low degree hazard.</i> a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material</p>	Nov. 1, 1970.

## PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (per-cent)	Category for which payable	Effective date
	b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury	Mar. 13, 1977.
8	8. <i>Pressure chamber and centrifugal stress.</i> Exposure in pressure chamber which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort <i>Examples</i> —Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures —Participating in altitude chamber studies ranging from 5500 to 45,700 meters (18,000 to 150,000 feet) either as subject or as observer exposed to the same conditions as the subject —Participating as subject in centrifuge studies involving elevated G forces above the level of 49 meters per second <sup>2</sup> (5 G's) whether or not at reduced atmospheric pressure —Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes	July 1, 1972.
8	9. <i>Work in fuel storage tanks.</i> When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank	July 1, 1972.
25	10. <i>Firefighting.</i> Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires <i>High degree</i> —Fighting forest and range fires on the fireline	July 1, 1972.
8	<i>Low degree</i> —All other firefighting	
8	11. <i>Experimental landing/recovery equipment tests</i> —Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks	July 1, 1972.
8	12. <i>Land impact or pad abort of space vehicle.</i> Actual participation in dearming and safing explosive ordnance, toxic propellant, and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition	July 1, 1972.
4	13. <i>Mass explosives and/or incendiary material.</i> Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 113,400 kilograms (250,000 pounds) net explosive weight (NEW) are present on a regular or recurring basis	July 1, 1972.
4	14. <i>Duty aboard aircraft carrier.</i> Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery: <i>Examples</i> —Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations —Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations	July 1, 1972.
		Mar. 4, 1974.



## PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (per-cent)	Category for which payable	Effective date
8	<p>15. <i>Participating in missile liquid propulsion or solid propulsion situations.</i> Participating in research and development, or preoperational test and evaluation situation involving missile liquid or solid propulsion systems where mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing</p> <p><i>Examples</i></p> <p>—Test stand or track tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions:</p> <p>a. Tanks are being pressurized above normal servicing pressure</p> <p>b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required</p> <p>c. Fueling and defueling</p> <p>—Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak</p> <p>—Tests on foreign missiles where technical data is questionable or not available</p> <p>—Manned test firings of small, close support missiles for which safety performance data are not yet available</p> <p>—Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test</p>	
8	<p>16. <i>Asbestos.</i> Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury</p>	Mar. 9, 1975.

## EXHIBIT 1

WINDCHILL CHART IN METRIC UNITS

Local Temperature (OC )												
Wind Speed (KPH)	0	-5	-10	-15	-20	-25	-30	-35	-40	-45	-50	
Calm	0 C	-5	-10	-15	-20	-25	-30	-35	-40	-45	-50	
8	-2	-7	-12	-17	-23	-28	-33	-38	-44	-49	-54	
16	-8	-14	-20	-26	-32	-38	-44	-51	-57	-63	-69	
24	-11	-18	-25	-32	-38	-45	-51	-58	-65	-72	-78	
32	-14	-21	-28	-36	-42	-49	-57	-64	-71	-78	-85	
40	-16	-23	-31	-39	-46	-53	-61	-68	-76	-83	-90	
48	-17	-24	-33	-41	-48	-56	-63	-72	-78	-86	-94	
56	-18	-26	-34	-42	-49	-57	-65	-73	-81	-88	-97	
64	-19	-27	-35	-43	-51	-59	-66	-74	-82	-91	-98	
72	-19	-28	-36	-43	-52	-59	-67	-76	-83	-91	-99	
80	-20	-28	-36	-44	-52	-60	-68	-76	-84	-92	-100	
Little danger			Considerable danger			Very great danger						
For properly clothed persons			Danger of freezing of exposed flesh									

## WINDCHILL CHART IN NON-METRIC UNITS

Exhibit 1  
WINDCHILL CHART

Wind Speed (MPH)	Local temperature (°F)										
	32	23	14	5	–4	–13	–22	–31	–40	–49	–58
Calm	32	23	14	5	–4	–13	–22	–31	–40	–49	–58
5	29	20	10	1	–9	–18	–28	–37	–47	–56	–65
10	18	7	–4	–15	–26	–37	–48	–59	–70	–81	–92
15	13	–1	–13	–25	–37	–49	–61	–73	–85	–97	–109
20	7	–6	–19	–32	–44	–57	–70	–83	–96	–109	–121
25	3	–10	–24	–37	–50	–64	–77	–90	–104	–117	–130
30	1	–13	–27	–41	–54	–68	–82	–97	–109	–123	–137
35	–1	–15	–29	–43	–57	–71	–85	–99	–113	–127	–142
40	–3	–17	–31	–45	–59	–74	–87	–102	–116	–131	–145
45	–3	–18	–32	–46	–61	–75	–89	–104	–118	–132	–147
50	–4	–18	–33	–47	–62	–76	–91	–105	–120	–134	–148
<div> <div>Little danger</div> <div>Considerable danger</div> <div>Very great danger</div> </div>											
<div> <div>For properly clothed persons</div> <div>Danger from freezing of exposed flesh</div> </div>											

[55 FR 46180, Nov. 1, 1990; 55 FR 52267, Dec. 21, 1990; 55 FR 53608, Dec. 31, 1990; 58 FR 32274, June 9, 1993]

## Subpart F—Job Grading System

## § 532.601 General.

The Office of Personnel Management shall establish a job grading system in accordance with section 5346 of title 5, United States Code. Appropriate instructions to agencies on the application of the job grading system shall be published by the Office of Personnel Management. Agencies are required to grade all jobs subject to this part in accordance with such instructions.

## Subpart G—Job Grading Reviews and Appeals

## § 532.701 General.

A prevailing rate employee may at any time appeal the occupational series, grade, or title to which the employee's job is assigned, but may not appeal under this subpart the stand-

ards established for the job, nor other matters such as the accuracy of the job description, the rate of pay, or the propriety of a wage schedule rate. The filing of a job-grading appeal does not negate any other appeal or grievance rights which may be available under applicable law, rule, regulation, or negotiated agreement.

[51 FR 18561, May 21, 1986]

## § 532.703 Agency review.

(a) Each agency shall establish a system processing an employee's application for review of the correctness of the series, grade or title of the employee's job.

NOTE: Application for review will be hereafter referred to as an "application".

(b) In establishing the system required by this subpart, an agency, as a minimum, shall provide that the following requisites be met.

(1) The provisions of the system shall be published and the agency's employees shall be informed where a published copy is available for review.

(2) An application shall be in writing and contain the reasons the employee believes the position is erroneously graded.

(3) An application may be filed at any time. However, when the application involves a downgrading or other job-grading action which resulted in a reduction in grade or loss of pay, in order to be entitled to retroactive corrective action, an employee must request a review under the provisions of this subpart within 15 calendar days of the effective date of the change to lower grade.

(4) An employee may select a representative, and the employee and the representative, when the representative is also employed by the same agency, shall be granted a reasonable time in presenting the application and shall be assured freedom from restraint, interference, coercion, or reprisal in presenting the application.

(5) An employee shall promptly furnish such facts as may be requested by the agency.

(6) An application shall be canceled and the employee so notified in the following circumstances:

(i) On receipt of a written request by the employee;

(ii) Failure of the employee to furnish required information or otherwise fail to proceed with the advancement of his application in a timely manner; however, instead of cancellation for failure by the employee to prosecute, the application may be adjudicated by the agency if the information is sufficient for that purpose; or

(iii) On notice that the employee has left the job, except when the employee would be entitled to the retroactive benefits including benefits allowable after the death of an employee appellant.

(7) The application shall be processed and decided promptly. No more than one level of review may be established within an agency before a final decision is issued, and that level of review, when possible, must be above the level of classification authority which classified the position.

(8) When an employee applies for a review of a downgrading or other job-grading action that resulted in a reduction of pay, and the decision of an agency reverses in whole or in part the downgrading or other job-grading action, the effective date of that decision shall be retroactive to the effective date of the action being reviewed when the initial application to the agency was submitted in accordance with paragraph (b)(3) of this section. However, when the agency decision raises the grade or level of the job above its grade or level immediately preceding the downgrading, retroactivity shall apply only to the extent of restoration to the grade or level immediately preceding the downgrading.

(9) The right to a retroactive effective date is preserved when an agency finds that an employee was not notified of the applicable time limit for review and was not otherwise aware of the limit or that circumstances beyond the employee's control prevented filing the application within the prescribed time limit.

(10) The effective date of a change in the series, title or grade of a job shall be specified in the agency decision and, unless otherwise required by this subpart, may not be earlier than the date of the decision. However, in no case may it be later than the beginning of the first pay period which begins after the 60th calendar day from the date the application was filed. However, when the agency decision will result in a downgrading or other job-grading action that will reduce the pay of the incumbent of the job, the effective date may not be set earlier than the date on which the decision can be effected in accordance with procedures required by applicable law and regulation. The retroactive reclassification may be based only on duties and responsibilities existing at the time of downgrading or loss of pay and not on duties and responsibilities later assigned.

(11) When an application has been properly filed and the employee dies before the application has been processed, if a favorable decision would entitle the employee to retroactive corrective action, the application will be

processed to completion after the employee's death and any appropriate corrective action made by amending the records of the agency.

(12) The decision on an application shall:

- (i) Be based on the record,
- (ii) Be in writing,
- (iii) Inform the employee either in the decision or as an attachment to the decision of the reasons for the decision, including an analysis of the employee's job, i.e., comparing the job with the appropriate standard, and
- (iv) Inform the employee of the right to appeal the decision to the Office of Personnel Management and of the time limits within which the application must be filed.

(c) The agency is responsible for compiling and maintaining a job-grading review file which will constitute the record and which will not contain any document or information which the employee has not been given an opportunity to review.

[46 FR 21344, Apr. 10, 1981, as amended at 51 FR 18561, May 21, 1986]

**§ 532.705 Appeal to the Office of Personnel Management.**

(a)(1) An employee may appeal the occupation series, grade or title of the job to the appropriate office of the Office of Personnel Management only (i) after the agency has issued a decision under the system established under § 532.703; and (ii) if the employee files the appeal with the Office of Personnel Management within 15 calendar days after receipt of the decision of the agency.

(2) The Office of Personnel Management may extend this time limit if it is shown that the employee was not notified of the applicable time limit and was not otherwise aware of the limit, or that circumstances beyond the employee's control prevented filing an appeal within the prescribed time limit.

(b) An employee shall make the appeal in writing and shall identify specifically the portions of the decision or job analysis of the agency with which the employee disagrees.

(c) The Office of Personnel Management shall base its decision on the record established in the agency, except that when the Office of Personnel

Management investigates or audits the job it may take the results of the investigation or audit into consideration. In the event the Office of Personnel Management audits the job, the employee's representative may not be present.

(d) The Office of Personnel Management shall notify the employee and the agency in writing of its decision. The effective date of a change in the series, title and grade of a job directed by the Office of Personnel Management shall be specified in the decision of the Office of Personnel Management, computed from the date the employee filed the application with the agency, and determined under § 532.703(b)(10). However, when the decision will result in a downgrading or other job-grading action that will reduce the pay of the incumbent of the job, the effective date may not be set earlier than the date on which the decision can be effected in accordance with procedures required by applicable law and regulation.

(e) The appeal of an employee shall be canceled and the employee so notified in the following circumstances:

(1) On receipt of the employee's written request;

(2) On failure to prosecute, when the employee does not furnish requested information and duly proceed with the advancement of the appeal; however, instead of cancellation for failure to prosecute, an appeal may be adjudicated if the information is sufficient for that purpose. The Office of Personnel Management may reopen a canceled appeal on a showing that circumstances beyond the control of the employee prevented the employee from prosecuting the appeal; or

(3) On notice that the employee has left the job, except when entitled to retroactive benefits, including benefits allowable after the death of an appellant.

(f) The Office of Personnel Management may, at its discretion, reopen and reconsider any job-grading decision made by a regional office when requested by an employee or an agency. This authority may be used under circumstances such as the following:

(1) An employee or an agency presents material facts not previously

considered by the regional office involved;

(2) There is room for reasonable doubt as to the appropriateness of a regional office decision; or

(3) The potential impact of a regional office decision on similar jobs under other regional offices is sufficiently significant to make central office review of the decision desirable.

(g) The Director of the Office of Personnel Management may, at his or her discretion, reopen and reconsider any previous decision when the party requesting reopening submits written argument or evidence which tends to establish that:

(1) New and material evidence is available that was not readily available when the previous decision was issued;

(2) The previous decision involves an erroneous interpretation of law or regulation or a misapplication of established policy; or

(3) The previous decision is of a precedential nature involving a new or unreviewed policy consideration that may have effects beyond the actual case at hand, or is otherwise of such an exceptional nature as to merit the personal attention of the Director of the Office of Personnel Management.

(h) A final decision by the Office of Personnel Management constitutes a certificate which is mandatory and binding on all administrative, certifying, payroll, disbursing, and accounting officials of the Government.

[46 FR 21344, Apr. 10, 1981, as amended at 51 FR 18561, May 21, 1986]

#### **§ 532.707 Availability of information.**

(a) The Office, upon a request which identifies the individual from whose file the information is sought, shall disclose the following information from an appeal file to a member of the public, except when the disclosure would constitute a clearly unwarranted invasion of personal privacy:

(1) Confirmation of the name of the individual from whose file the information is sought and the names of the other parties concerned;

(2) The status of the appeal;

(3) The results of the appeal (i.e., proper title, pay plan, series, and grade);

(4) The classification requested (i.e., title, pay plan, series, and grade); and

(5) With the consent of the parties concerned, other reasonably identified information from the file.

(b) The Office will disclose to the parties concerned the information contained in an appeal file in proceedings under this part. For the purposes of this section, *the parties concerned* means the Government employee or former Government employee involved in the proceedings, his or her representative designated in writing, and the representative of the agency or the Office involved in the proceeding.

[50 FR 3313, Jan. 24, 1985]

### **Subpart H—Payment of Unrestricted Rates for Recruitment or Retention Purposes**

#### **§ 532.801 Payment of unrestricted rates for recruitment or retention purposes.**

(a) When authorized by specific statutory authority providing for exceptions to pay limitations imposed by statute, the Office of Personnel Management (OPM) may approve exceptions to the pay limitations if OPM determines that such exceptions are necessary to ensure the recruitment or retention of qualified employees.

(b) Requests for payment of unrestricted rates under this subpart shall be submitted by employing agencies' headquarters to the appropriate lead agency. The lead agency shall coordinate each request with other agencies, as necessary, and submit a consolidated request to OPM. The consolidated request shall include any available supporting wage survey data and a formal recommendation by the lead agency to approve or disapprove the request.

(c) Rates authorized under paragraph (a) of this section shall be equal to the regular or special schedule unrestricted (uncapped) rates and may be authorized for use within all or part of a wage area for a designated occupation or occupational specialization and grade.

(d) In approving rates under this subpart, OPM shall consider the factors specified in § 532.251(b) of this part.

(e) The unrestricted rates authorized under this subpart shall be shown on the appropriate regular or special schedule or as an amendment to the schedule and shall indicate the wage area (or part thereof) and each occupation or occupational specialization and grade for which the rates are authorized. These rates shall be paid by all agencies having such positions in the wage area (or part thereof) specified.

[57 FR 57876, Dec. 8, 1992]

## **PART 534—PAY UNDER OTHER SYSTEMS**

### **Subpart A—[Reserved]**

### **Subpart B—Student-Employees in Government Hospitals**

Sec.

534.201 General.

534.202 Coverage.

534.203 Maximum stipends.

534.204 Previous authorizations.

### **Subpart C—[Reserved]**

### **Subpart D—Pay and Performance Awards Under the Senior Executive Service**

534.401 Definitions and setting individual basic pay.

534.402 Aggregate compensation.

534.403 Performance awards.

534.404 Pay computation for members of the Senior Executive Service.

534.405 Restrictions on premium pay and compensatory time.

### **Subpart E—Pay for Senior-Level and Scientific and Professional Positions**

534.501 Coverage.

534.502 Pay range.

534.503 Pay setting.

534.504 Annual adjustment in pay.

534.505 Pay related matters.

534.506 Conversion provisions.

AUTHORITY: 5 U.S.C. 1104, 5307, 5351, 5352, 5353, 5376, 5383, 5384, 5385, 5541, and 5550a.

### **Subpart A—[Reserved]**

### **Subpart B—Student-Employees in Government Hospitals**

SOURCE: 44 FR 54693, Sept. 21, 1979, unless otherwise noted.

### **§ 534.201 General.**

Under subchapter V of chapter 53 of title 5, United States Code (U.S.C. 5351–5356), agencies may pay stipends and provide certain services to certain student-employees assigned or attached to hospitals, clinics, or medical or dental laboratories operated by agencies. Student-employees covered under the program are excluded from certain provisions of law relating to classification, General Schedule pay, premium pay, leave, and hours of duty. This subpart authorizes the coverage of certain positions under this program and establishes maximum stipends for student-employees in the program.

### **§ 534.202 Coverage.**

In addition to the student-employees specified in 5 U.S.C. 5351(2)(A), the following student-employees are covered under this program, provided they are assigned or attached principally for training purposes to a hospital, clinic, or medical or dental laboratory operated by an agency:

(1) Any student-employee whom an agency finds is properly covered under this program, provided that the student-employee is a registered student at an accredited academic institution and that the assignment or attachment for training purposes to the hospital, clinic, or medical or dental laboratory is a part of a medical or dental training program accredited by an appropriate accrediting body;

(2) Any student-employee whom an agency finds is properly covered under this program, provided that the student-employee, during the period of assignment or attachment to the hospital, clinic, or medical or dental laboratory, will receive experience or training that is required to obtain a certificate or license in a medical or dental field; or

(3) Any student-employee not otherwise covered under this program whom the Office of Personnel Management approves for coverage as a student-employee under this program.

### **§ 534.203 Maximum stipends.**

(a) Except as authorized under paragraph (b) or (c) of this section, stipends are to be set by the agency, subject to